

employer who as a result of a strike is unable to provide work for other workers in his employment and who are not on strike, to suspend those workers without notice. Previously in such a case the employer had to give 7 days notice of such a suspension.

INDUSTRIAL RELATIONS AMENDMENT BILL (No. 3)

This amendment Bill makes several important changes to the Industrial Relations Act. First it makes several amendments to procedural and machinery provisions in the principal Act; secondly, it amends and inserts new provisions relating to union membership; thirdly, it provides new penalty provisions in the event of a strike or lockout.

It is not intended in the note to go into the provisions of the Bill in detail because the Bill is presently before the Labour Bills Committee, which is hearing submissions from interested parties. The Industrial Relations Society has submitted an extensive submission on the Bill. It is also intended in the next issue of the Journal to provide a detailed analysis of the Bill, which by that time will have become law.

The matters which have caused interest in the Bill have been those provisions relating to union membership and penalties. The provisions relating to union membership include an amendment to section 103 of the principal Act which now requires unions to enforce the clauses in their awards and agreements relating to the unqualified preference clause, and the supply of lists of employees by employers. Whereas in the past the Department of Labour could undertake the enforcement of these clauses, now they are expressly prevented from doing so, and the unions themselves must take action to see all employees are union members, and they must also themselves bring action against employers who refuse to supply a list of employees.

A new section 101A has also been inserted under clause 16 of the Bill. This new section enables the Minister of Labour by notice to the Registrar, and after consultation with the Federation of Labour, to require a ballot to be taken of adult workers bound by an unqualified preference clause, so that they can determine whether or not they wish such a clause to continue in their award or agreement. The Minister is not required to give any reason for so requesting such a ballot to be taken.

The new penalty provisions in the Bill provide penalties for non-observance of dispute procedures and decisions of disputes committees (s 124A); penalties for a strike or lockout over non-industrial matters (s 124B); insertion of an uninterrupted work clause in awards or agreements in industries where there is a record of frequent strikes or lockouts (s 124C); an order by the Industrial Court to resume work where the public interest is affected by a strike or lockout (s 124D); penalties for strikes or lockouts in essential industries (s 125); and penalties for strikes or lockouts that affect export slaughterhouses (s 125A).

◉ **MARGARET WILSON**

BOOKS

1973 Jubilee Speeches to P.S.A. 60th Anniversary Special Conference, published by P.S.A., Wellington, 1976.

This book will be of interest to all persons interested in the Public Service Association. It includes speeches delivered at the conference by J. P. Lewin on "The Association in Perspective," Doris Macdonald on "Education and Vocation in New Zealand," Wolfgang Rosenberg on "Overseas Investment in New Zealand," N. S. Woods on "Trade Unions in Modern Society," and Paul Munro on "Civil Liberties and the Civil Servants, a province for union action."

Inquiries about obtaining copies of this book should be made to the P.S.A. ◉

* * *

A Conceptualization of Industrial Conflict: The Forms of Industrial Conflict: The Economic Effects of Industrial Conflict, by Don J. Turkington. Industrial Relations Centre, Victoria University of Wellington, Wellington, 1976. (Price: 75c each).

The above three occasional papers on industrial conflict by Don Turkington have recently been published by the Industrial Relations Centre. They will be of great interest to all persons concerned with this aspect of industrial relations. Copies of these papers may be obtained by writing to:

**Industrial Relations Centre,
Victoria University of Wellington,
WELLINGTON.**

◉

The Only Weapon, by Rob Campbell. Wellington, Wellington Drivers' Union, 1976.

It is always embarrassing to find a writer whose work one has come to respect, fall below his accustomed standard, but this history of the Wellington Drivers' Union gives the impression of having been written and published in a hurry. The printer must bear his share of responsibility, for the well-selected illustrations are badly reproduced, the inking of the pages is uneven and often inadequate, and the unnecessarily small type-face inhibits prolonged reading. Proof-reading seems to have been done fitfully, spelling mistakes have remained uncorrected or undetected, especially where proper names are concerned (e.g. Hanafin and Hannafin; Allan and Allen Orr, who becomes G. Orr in the photo caption), and there is total confusion and inconsistency in the use of capital letters and apostrophes (e.g. Secretary's instead of Secretaries' on page 29).

As Campbell says in his introduction, the Wellington Drivers' Union was a rather unremarkable small, undemocratic, arbitration-system union for most of its history. He has found it difficult therefore to inject much excitement in the early chapters, and the narrative only comes to life with the 1951 waterfront dispute and the union's subsequent history. At this point too, Campbell largely abandons the chronological treatment, with its recital of what transpired at each monthly or quarterly meeting, in favour of a subject approach — the 1951 dispute, the struggle to rebuild the union after '51, relations with the FOL, internal re-organisation and dissension, and case studies of recent disputes. The terminal point is 1971 (the list of presidents and organisers stops in 1970), though the cover photo refers to a more recent incident.

In the absence of footnotes or references, the author's statements have to be taken on trust. One minor query concerns the name of the union's first secretary in 1899. Campbell says it was T. M. Wilford who was (this is not mentioned) a prominent Wellington lawyer and ex-M.P. He re-entered Parliament in December 1899 and later became a Cabinet Minister. I have not seen the union's minute books but newspaper reports at the time of the union's foundation say that Wilford was appointed honorary solicitor to the union (New Zealand Times 11-8-1899) and give the secre-

tary's name as Moore (New Zealand Times 9-8-1899). Lloyd Moore is in fact mentioned as secretary on page 15 of the book, but his name does not appear in the list of secretaries on page 109.

More important, and surprising in view of Campbell's background as an economic historian, is his failure to anchor the union's story more firmly in the economic and political setting of New Zealand. For instance, in describing the union's difficulties in renewing its award in 1932-33, he might have explained that the government had abolished compulsory arbitration and that henceforth awards lapsed unless agreement was reached in conciliation. On a more general plane, I would have expected some discussion of the impact of the motor car on New Zealand's transport industry, and some attempt to relate the growth of militancy in the union to economic changes in the industry and not merely (as in Chapter 11) to changes in its internal structure.

As Campbell rightly says, the Wellington Drivers' Union stands in the forefront of New Zealand militant unions. So does its sister union in Auckland. Why? Is this primarily the result of a democratic internal structure, or of good leadership by such men as Chip Bailey, Ken Douglas and (in Auckland) Bill Andersen? And to the extent that leadership is important, is it relevant that these men were and are Communists? Or can we find a more fundamental explanation of the rise to prominence of the drivers' unions in the postwar expansion of the road transport industry at the expense of rail and sea transport, and in the growing concentration of ownership and increasing size of firms on the employers' side? What, moreover, has been the impact of high membership turnover and of the postwar influx of Maori and other Polynesian members?

Campbell is aware of these factors — he skims over them lightly in two pages of Conclusions — but he has deliberately refrained from giving us, for the time being, what he calls "a more theoretical or analytical treatment." This is the second time that he has written on the history of the Wellington Drivers' Union, for a smaller, very attractively produced booklet with the same title ("The Only Weapon") appeared last year. Let us hope that in his third attempt he will answer the more fundamental questions raised in the present volume.

© BERT ROTH

EXCHANGE ADVERTISEMENT

THE JOURNAL OF INDUSTRIAL RELATIONS

THE JOURNAL OF THE
INDUSTRIAL RELATIONS SOCIETY OF AUSTRALIA

Editor:

JOHN NILAND, University of New South Wales

Vol. 18, No. 3

SEPTEMBER, 1976

Trade Unions and Their Operations	N. F. DUFTY
Some Observations Upon the Logic of Participative Management	EDWARD J. VAUGHAN
The Significance of the Legal Status of Trade Unions in Britain and Australia	R. C. SIMPSON
Quality of Working Life: The Social Indicator Approach	ROBERT V. HORN
Promotion and Disciplinary Appeals for Government Employees	G. J. McCARRY
Industrial Relations Research in Australia	
Where Are We Going in Industrial Relations?	KINGSLEY LAFFER

Four issues annually.

Subscription \$12.00 (Aust.) per annum, post free, or \$3.00 (Aust.) post free for single copies.

ORDER FROM:

MR JIM DOWLING,

C/o C.S.R. Co. Ltd, 1 O'Connell Street, Sydney, N.S.W.,
2001, Australia.

The Industrial Relations Society of New Zealand Incorporated

was founded in 1974 by a group of people drawn from management, government, trade unions, the legal profession and the universities, who saw a need to improve communications among those working in all areas of industrial relations and to promote a wider understanding of industrial relations problems and practice in New Zealand.

The primary aims of the Society are to organise and foster discussion, research, education and publications within the field of industrial relations, and to bring together industrial relations practitioners to exchange ideas, share experiences, and develop greater understanding of industrial relations matters.

Enquiries concerning membership of the Society should be addressed to:

THE SECRETARY,
Industrial Relations Society of New Zealand Incorporated,
P.O. Box 1341, Auckland, New Zealand.

The New Zealand Journal of Industrial Relations is the official journal of the Industrial Relations Society of New Zealand Incorporated. However, views expressed by contributors to the Journal are their own and do not necessarily reflect the views either of the editors or of the Society. The Journal appears three times a year, in May, August and November and regular features include:

- ◆ **Articles** that contribute to the advance of knowledge directly related to the practice of industrial relations in New Zealand or to the development of theoretical perspectives on industrial relations issues; the editors will strive to maintain some balance between the presentation of research findings and more speculative articles;
- ◆ **Commentaries** on current industrial relations events as seen by regional correspondents in Auckland, Wellington, Christchurch and, for a view of the Trans-Tasman scene, Sydney;
- ◆ Reviews of recent **cases in industrial law** and discussion of topical legislative matters;
- ◆ **Book reviews** and **research summaries**;
- ◆ **Opinion pieces** from members and correspondents, including literary contributions;
- ◆ **An educational forum** giving notice of forthcoming meetings, conferences, seminars, educational programmes and other activities of interest to New Zealand readers.

Articles and contributions should be submitted not less than six weeks prior to the date of issue and addressed to:

THE EDITORS,
New Zealand Journal of Industrial Relations,
Centre for Continuing Education,
University of Auckland,
Private Bag,
Auckland,
NEW ZEALAND.