

INDUSTRIAL RELATIONS CHRONICLE

OCTOBER 1978

October 1st — the nominal start of the new slaughtering season — was to have been the deadline for a new freezing industry award. The Meat Workers Union however refused to come to the negotiating table while prosecutions were pending against its members. The Dunlop Report, which called for the withdrawal of all prosecutions and for changes in the law on industrial penalties, was discussed in Cabinet on 2 October, and by the Government caucus on the following day. Legislation to implement the Dunlop recommendations — the Industrial Law Reform Bill — was introduced immediately and approved by Parliament over the opposition of two government M.P.s. from Southland.

The Meat Workers Union then resumed award negotiations with the employers, but talks suffered a temporary setback when Whakatu freezing workers struck in protest against an adverse opinion on the longstanding 8.5% back pay dispute, delivered by Professor D. L. Mathieson of Victoria University. The union's assessors at the award talks resigned, and negotiations did not resume until after national union officials had persuaded the Whakatu men to return to work.

The government's new industrial legislation did not merely meet the meat workers' demands by withdrawing prosecutions and moving penalty action for strikes from the criminal to the civil code. It also tightened the existing union ballot provisions by requiring unions to vote every three years on the unqualified preference clause, by enabling 10%, or 50 financial members, of a union to request a vote on this issue from the Arbitration Court, and by empowering the Minister of Labour to remove the unqualified preference clause from specific awards if unions failed to produce their membership lists in time.

The government's hard-line stand on ballots was reflected also in the National Party's industrial relations election policy, which was released on 30 October. The party promised to continue voluntary unionism polls and to set up an independent electoral office within the Labour Department to conduct such ballots. It also proposed to give the Arbitration Court power to order a resumption of work, and to promote the inclusion of no-strike clauses in awards.

Mr. J. B. Gordon, The Minister of Labour, who had announced his intention to retire from political life, was named a member of the Privy Council.

Negotiations on a new bakers' award broke down late in September, when the employers refused to accept what the union claimed was a traditional parity with metal tradesmen. Dunedin bakers went on strike and were soon joined by bakers in Auckland, Wellington, Christchurch, and other smaller centres. The men resumed work to allow conciliation talks to take place. The dispute was settled two days later when the employers conceded the union's original demand, an hourly rate of 346.4 cents.

Journalists belonging to the N.Z. Journalists Union which covers the whole country apart from the Northern Industrial District, ceased work early in October over a breakdown in their award talks. Agreement had already been reached on new pay rates but differences remained on the question of back dating. Journalists' awards in the Auckland area had been settled on the basis of backdating to the date of expiry of the previous award. The New Zealand award had expired on 1 July and the union offered to forgo 18 days, i.e. to accept backdating to 18 July. The employers however offered only one month's backpay.

Executive staff were able to bring out papers in some centres, but the **Otago Daily Times** failed to appear on 13 October, for the first time in its 117 years' history. After twelve days on strike the journalists resumed work on 21 October, having accepted an agreement to submit the dispute to a committee of enquiry. The Minister of Labour appointed Mr. W. R. Grills of Dunedin to conduct this enquiry. Journalists on the Palmerston North **Evening Star** walked off again on 24 October to protest against editorials which referred to them as marxists and communists. They resumed work later that day when the management agreed to publish an apology and retraction.

Negotiations for a new building trades award collapsed on 19 October because the master builders refused to negotiate while the Mangere Bridge contract was subjected to labour bans and picketing.

The annual meeting of the Combined State Service Organisations (CSSO) decided on a change of name to Combined State Unions (CSU).

The ANZ Bank agreed to reduce interest rates on staff loans but negotiations broke down when the bank denied the right of the Bank Officers Union to represent its members on matters outside the award. ANZ staff in several centres voted to take industrial action, but on 10 October the trading banks acknowledged the union's right of representation.

NOVEMBER

The election campaign leading up to the polling day on 25 November, saw the National Party stress its hard-line stand on industrial relations. The government would "go through the whole union movement" with ballots on voluntary membership, the Prime Minister promised an election meeting in Auckland, and on 7 November he announced at a meeting in Hastings that membership in the Clerical Workers Union had been declared voluntary.

The reason given was that the union had failed to supply its membership rolls in the required time, but Sir Tom Skinner labelled the government's action as "a political stunt". The **New Zealand Herald** concurred; an editorial of 9 November described the government's "transparent electoral tactics" as a "rather cynical step." The Federation of Labour national executive reaffirmed its policy that union members refuse to work with non-unionists, but the expected (or feared) confrontation with the union movement failed to eventuate. Industrial relations did not become a major election issue, as it had in 1975. The National government was returned to office, though with a much reduced majority.

The meat industry award talks ran into trouble over employer requests for lower temperatures in freezing chambers. The unions threatened to impose a loadout ban, but the Minister of Labour was able to defuse this issue by setting up a separate committee of enquiry chaired by a retired industrial conciliator, Mr. M. J. Michael. The wage talks then resumed, but the negotiations dragged on beyond the end of the month.

A related problem was the union ban on slaughtering stock belonging to two Southland farmers who had organised the protest killing of old ewes in Invercargill in June. In November the two men presented stock at the Alliance Works without success, and they then sought an injunction in the Dunedin Supreme Court.

Mr. G. H. Andersen, the president of the Socialist Unity Party, opposed the prime minister in the Tamaki electorate but polled only 62 votes. He was however re-elected secretary of the Northern Drivers Union in November, receiving almost 80% of the votes cast. Oil tanker drivers gave the required 14 days notice that they might strike from 27 November over a breakdown in their award negotiations. Stopwork meetings throughout the country approved the strike notice, though the Prime Minister warned that a petrol strike could lead to the resumption of wage fixing by regulation. Behind-the-scenes negotiations averted the threat, and on the last day of the month a new agreement was reached which provided for an 11.5% wage rise, together with increases in service allowances.

Other unions too used strikes and strike threats as bargaining moves in their award talks. Caretakers, cleaners and security men outside the Auckland district held a 24-hour strike on 13 November in protest against the employers' refusal to attend conciliation talks. Insurance workers held stopwork meetings throughout the country, which were followed in some instances by street marches. The Wellington meeting defeated the strike proposal, but other centres endorsed wage increases ranging from 8.3% to 9.8%, on top of the general wage order.

Mr. Grills, in his capacity of committee of enquiry into the journalists' dispute, ruled that the new award should be backdated to 31 July 1978, and should expire on 30 July 1979.

The Mangere bridge dispute moved into its sixth month, but the men continued to picket the site and to hold occasional demonstrations on the old bridge. Employers' assessors tried to force the issue by refusing to attend a conciliation council on the national builders' labourers' award. The union protested and the Conciliator referred the deadlock to the Arbitration Court for a ruling.

The Auckland Local Authorities Officers Union negotiated a novel 3-year agreement with the Waipa County Council, which provided automatic annual wage increases for the county's thirty employees, in line with rises in the consumer price index.

DECEMBER

Mr. G. H. Andersen, as national secretary of the Engine Drivers Union, addressed stopwork meetings late in November to advise members of a breakdown in negotiations over a union claim for

a special payment for holders of the boilerman's certificate. Members endorsed a programme of rolling strikes in key industries, which began in Wellington at the Dunlop tyre factory. It was the first industrial clash after the general election, and the retiring Minister of Labour threatened government action to "clobber" the union. "I was determined," he told the press on 4 December, "to go out with my colours nailed to the mast." In the face of these threats the union deferred its national strike campaign and called a new series of stopwork meetings to consult members on alternative action.

Commenting on the election results, the Prime Minister mentioned among major causes of National's setback a widespread feeling that the government had been too soft with the unions. On 7 December he announced that the government planned to conduct further union ballots among workers covered by five awards. Seven such ballots, out of a possible total of about 700, had already been taken. One result was withheld pending court action, but the six published ballots showed majorities ranging from 77% to 95% in favour of compulsory membership. Sir Tom Skinner warned employers that if they employed non-unionists, the Federation of Labour would call together the transport group of unions and other affiliates to take appropriate action. The Prime Minister, he said, was taking his spite out on the unions because of the election result. "If he continues in this way, we are heading towards industrial anarchy."

On 13 December the Prime Minister announced his new Cabinet. The post of Minister of Labour and Immigration went to Mr. J. B. Bolger, previously Minister of Fisheries. It was a surprise appointment because Mr. Bolger's only notable involvement in industrial relations was a speech he had made in October 1977, when he claimed that half the executive of the Federation of Labour were members of the Socialist Unity Party. Eight members of the executive sued for defamation and obtained damages amounting to \$16,000. Sir Tom Skinner (one of the eight) said the court action was "water under the bridge". But he expressed concern over the appointment of the new under-secretary, Mr. A. G. Malcolm, who he considered a hard-liner in close relations with the Strike-Free organisation in Auckland. At their first meeting with the new Minister, Federation leaders told him that they refused to work with Mr. Malcolm and obtained an assurance that the under-secretary would concentrate on immigration matters and would not be involved in "hard industrial relations."

Among the first problems facing the new Minister was recognition of the deregistered Wellington Boilermakers Society and a pilots' dispute arising out of the merger of Air New Zealand with N.A.C. A government statement on 4 December affirmed that the Wellington boilermakers would not be registered or recognised in any form. Tenders for two major government contracts in Wellington — the National Library and the Chief Post Office — would not be accepted if this involved recognition of the boilermakers' society. Another major project, Wellington's third container crane, was already at a standstill because the contractors refused to recognise the society. The Wellington Trades Council, with the backing of the Federation of Labour, urged the government to reconsider its position but Mr. Bolger refused. Plans for the two government buildings were sent back to the architects to be redesigned in ferro-concrete.

Air New Zealand's domestic pilots, previously employed by N.A.C., gave 14 days notice to strike from Boxing Day if their request for equal career opportunities with international pilots was not met. They withdrew the strike threat on 30 December at a meeting of the Aircrew Industrial Tribunal which agreed to consider the dispute. Air New Zealand technical storemen at Mangere struck in support of a claim for a special allowance for handling aircraft parts, but returned to work on 14 December when Mr. Bolger ordered a compulsory conference. Mr. A. D. Hennessey, a retired member of the Industrial Commission, was asked to conduct an enquiry into the storemen's claim. The Bank Officers Union conducted its own postal ballot on the question of compulsory membership. Of 11,781 members eligible to vote, 9,306 returned the ballot papers. 7,601 (more than 80%) voted for the unqualified preference clause, and 1,665 against it. The union secretary, Mr. W. D. Aimer, described the result as "fantastic": It proves," he said, "this whole voluntary unionism issue spurious and politically motivated." The Bank Officers Union also held nationwide stopwork meetings to decide on a strike between 21 December and 3 January in support of wage claims rejected by the employers. About 70% voted in favour of striking, but last-minute discussions in the office of the Minister of Labour averted the threatened walk-out. Both sides agreed to attend a compulsory conference in January.

The national carpenters' award expired on 30 November, but the employers refused to negotiate while the Mangere Bridge dispute was deadlocked. Auckland carpenters held one-day stoppages in protest, and meetings of carpenters took place in other centres. The employers had also boycotted negotiations on a new builders' labourers' award because of the Mangere bridge dispute, but the

Arbitration Court ruled that the employers must nominate assessors and fix a date for talks "as soon as possible."

An action against the Southland Frozen Meat & Produce Co. Ltd. was heard in the Dunedin Supreme Court on 5 December. A local farmer claimed that the company had committed a breach of its statutory duty under the Meat Act by refusing to receive his stock for slaughter because of a union ban. The judge reserved his decision. The long drawn-out negotiations on a new meat workers' award ended on 8 December with a settlement providing increases of between 9.5% and 11%, at an estimated cost of \$600,000 a week. The award was backdated to 13 November.

The Minister of Labour said the union was now under an obligation to lift the killing bans imposed on two Southland farmers. The meat workers' national secretary agreed but the Otago-Southland branch of the union, which had imposed the bans, refused to lift them without a prior vote. Judgment in the Supreme Court was given against the company, but the union bans were not lifted until after members had voted in favour.

The Auckland Hospital Board and the Auckland Local Authorities Officers Union signed an agreement providing increases of 5% for 1,330 board employees. Before the agreement had reached the Arbitration Court for approval, the Department of Health demanded that it be cancelled because the increases were excessive. The Department threatened to invoke a clause in the State Services Conditions of Employment Act, which would have transformed the workers affected into state servants subject to state sector wage-fixing procedures. After discussions in Wellington however the Department withdrew its objections and allowed the settlement to be ratified.

The Court of Appeal upheld the right of a married woman teacher to removal expenses on transfer or promotion. The action had been brought as a test case by the Post-Primary Teachers Association, which alleged discrimination against women teachers by the Education Department. The Supreme Court had earlier found in favour of the woman teacher, Mrs Jeanne van Gorkom, but the Department took the case to the Court of Appeal — and lost again.

JANUARY 1979

The Auckland Drug and Chemical Workers Union refused to supply membership lists for a government-ordered ballot of workers covered by the Northern Industrial District Drug, Chemical and Related Products Award, and by the I.C.I. New Zealand Ltd. Mt. View Factory, Mt. Maunganui Chemical Employees Award. The Bank Officers Union had earlier refused to supply its rolls but had conducted a ballot under its own rules. In the case of the Clerical Workers Union, a mere 3% of members resigned after the Order-in-Council declaring membership voluntary.

The Opposition spokesman on industrial relations, Mr. A. J. Faulkner, appealed to the government to "go the whole way and drop the entire pointless exercise on union ballots." The government decided to accept the result of the bank officers' poll. It also rescinded an earlier requirement for the Clerical Workers Union to conduct a state-run ballot in order to reverse the Order-in-Council. Instead, the union was permitted to conduct such a ballot under its own rules. The Federation of Labour then proposed that in future all ballots be conducted by unions themselves under section 175A of the Industrial Relations Act, and not by ministerial direction. "We believe", said Sir Tom Skinner, 'we've put to the Minister a way out of the impasse.'

The Engine Drivers Union, which had abandoned a nationwide strike campaign in December, announced that it intended to bypass award negotiations altogether and to press for separate agreements with individual companies, including a \$4 a week "registration" payment for boilermen's trade qualifications. Of a total membership of 1,200, said a union spokesman, only 300 were directly covered by the award. The remainder were covered by agreements which provided better pay rates than the award. The employers' advocate said they would be happy to apply to the Arbitration Court jointly with the union to have the award cancelled.

FEBRUARY

On 1 February the National Party caucus endorsed the Federation of Labour proposal on union ballots. Four days later Cabinet too approved the proposal. The Minister of Labour retained the right to call for a postal ballot but, said Mr. Bolger, this right was unlikely to be exercised except in very unusual circumstances. The long campaign to impose state-run ballots on the union movement had, for the time being come to an end.

Meanwhile, on 2 February, 25 boilermen employed in Auckland breweries ceased work to press their claim for a special registration payment. Their action brought the breweries to a standstill,

whereupon the companies suspended 300 brewery employees because no work was available for them. The Prime Minister issued a statement threatening to impose wage controls unless the strike was called off. Unions led by Mr. Andersen, he said, were in the forefront of those who threatened or used strike action tactics in wage bargaining. "If these claims are acceded to," he told the **Auckland Star**, "relativity will be destroyed. A number of others are standing by, led by the engineers, the biggest union of all. If the engine-drivers' claims are acceded to, they will be making the same claim. The effect of passing the so-called registration payment on will be the same as a 3% to 5% across-the-board wage increase."

Sir Tom Skinner reacted strongly to what he called typical government interference which made a farce of free wage bargaining. The Federation of Labour, he said, would stand by the engine drivers. Leaders of the latter met with Sir Tom and agreed to call off the strike and to hand the dispute to the Federation of Labour for settlement. The Prime Minister then withdrew his threat to impose wage regulations, but he emphasised that "the government's policy still applies that free wage bargaining does not include the right to use the strike threat to enforce wage claims."

Mr. E. H. Soper, vice president of the Drivers Federation, expressed concern about delays in the registration of negotiated agreements by the Arbitration Court. Other union leaders supported his complaint, and the Federation of Labour wrote to the Minister of Labour who asked his department to investigate and report.

On 21 February Sir Tom Skinner announced unexpectedly that he intended to resign the presidency of the Federation of Labour in May. "There are no major problems and I'm leaving a movement in good heart," he told the **Auckland Star**. "The wage restrictions have been lifted and the ballot problem is over. The FOL is more united and solid today, certainly, than when I took it over." Sir Tom had been president since 1963, and his current term was not due to expire until 1981.

Negotiations on a national building trades award resumed in Wellington, with the Carpenters Union asking for a 19% wage increase. The talks threatened to bog down over employer attempts to reduce travelling time payments, but agreement was reached on the last day of the month. Carpenters gained a 16.2% pay rise, but as this was not backdated to 30 November when the old award expired, the union claimed that the delay in negotiations had cost its 13,000 members millions of dollars in lost wages.

The Contractors for the Mangere Bridge, Wilkins & Davies, requested a hearing before the Auckland Conciliation Commissioner, Mr. F. M. Gerbic, and submitted three questions concerning the deadlocked dispute. Representatives of the carpenters' and labourers' unions attended the hearing on 1 February, but they refused to take part in a disputes committee to consider the employers' questions. The Company then submitted the questions to the Arbitration Court for a ruling.

The Prime Minister threatened to defer all government building contracts in Auckland unless the Mangere Bridge dispute was settled. The government further intervened by cutting off unemployment benefits for 31 former bridge workers who were still out of work. Of some 140 men dismissed in May 1978, about a hundred had found other employment (with the unions' agreement) but a core of men continued the campaign by picketing, meetings, protest marches and publicity. The government's action was taken under an amendment to the Social Security Act passed previous October, which disqualified a worker from receiving the benefit if he was unemployed because of a strike by himself or by fellow members of his union at the same place of employment. The Federation of Labour urged the government to reinstate the benefit payments, and to cease paying the employers up to \$30,000 a month for upkeep on the bridge.

Ships' engineers belonging to the Institute of Marine and Power Engineers imposed a work restriction to a 5-day 8 a.m. to 5 p.m. 40-hour week on 2 February. The composite shipping award had been renegotiated late in 1978 between the Maritime Employers Association and the four seagoing unions of seamen, cooks and stewards, officers (the Merchant Service Guild) and engineers. Agreement was reached in December with three of these unions, but the engineers refused to accept a pay scale which gave them 91% on average of deck officers' pay. They wanted parity with the officers and a better scale for junior engineers, who were receiving less than seamen employed on engine room duties.

The engineers' claims were submitted to an independent arbitrator, Mr. J. S. Dempsey, but when his findings proved unfavourable the engineers rejected them and embarked on direct industrial action. Their work restriction affected all New Zealand ships except three coastal oil tankers whose

owners had made separate agreements with the engineers and, for the same reason, two ships belonging to Maritime Carriers N.Z. Ltd.

While shipping, including the inter-island rail ferries, came to a standstill urgent talks took place in the office of the Minister of Labour. A formula was found which allowed a resumption of work on 9 February, but negotiations broke down again and on 22 February the engineers struck for the second time. Work resumed once more on the 26th, when the Railways Department agreed to the engineers' demands.

MARCH

Three well-known union leaders, Messrs. W. J. Knox, A. J. Neary and W. R. Cameron, announced their intention to contest the presidency of the Federation of Labour. A surprise nomination was that of Mr. R. C. Cowley, an Engineering Union organiser, whose candidacy was endorsed by the Auckland branch of his union.

The Minister of Labour and Mr. J. W. Rowe, the executive director of the Employers Federation, spoke out against the continuing use of strikes and strike threats in wage bargaining. Mr. Bolger referred to "industrial blackmail", while Mr. Rowe urged a return to compulsory arbitration. Employers' leaders asked the government to honour the Prime Minister's promise to "protect employers from bullying and stand-over tactics."

The Clerical Workers Union announced on 1 March the result of its nationwide ballot on a return to compulsory membership. About 33,000 workers were eligible to vote — all those covered by the main clerical award and by the Licensed Hotels clerical award. Of these 18,478 returned the ballot papers. 10,915 (59%) voted for compulsory union membership, and 7,563 (41%) against. The national secretary of the union called the result "a kick in the teeth for the government's ballot policy." Negotiations for a new clerical award were concluded soon afterwards. The union had asked for a wage rise of 11%, while the employers had offered 9%. The final settlement raised wages by 9.8%.

A tobacco workers' ballot published on 22 March showed 469 votes (or 96%) in favour of the unqualified preference clause, with 18 against and 2 votes invalid. A postal ballot of insurance workers showed a 72% vote in favour of retaining the unqualified preference clause. 4,600 of the union's 6,300 members voted.

The agreement on higher pay, reached by ships' engineers on the inter-island rail ferries and the Railways Department, upset the other seagoing unions whose relativities were affected. The Cooks and Stewards Union held a stopwork meeting on 6 March, while the Merchant Service Guild, which represents the deck officers, urged the government to hold an enquiry into maritime pay rates and relativities, and gave 14 days notice of its intention to impose work restrictions. These restrictions effectively halved the number of ferry sailings from 20 March, but the officers resumed normal work within two days, when the government promised to hold the requested enquiry.

The government then asked the engineers to give up their agreement pending this enquiry, and to revert to the all-round 10.5% pay rise agreed to in December. When the engineers refused, the government threatened to introduce regulations to cancel the agreement. The engineers then sought a ruling from the Supreme Court and the Arbitration Court on the validity of the agreement (which the government did not deny) and threatened to resume strike action.

Negotiations on the commercial printers' award broke down late in February over union demands for a \$6 a week "new technology" allowance, which newspaper printers had obtained three years earlier. Stopwork meetings decided to call a strike of commercial printers which started in Auckland and Christchurch on 13 March. Wellington joined the next day after a narrow vote in favour; other smaller centres followed suit, but Dunedin printers voted 300 to 19 against striking, and so did Hastings, Palmerston North and Nelson.

It was the first national printers' strike since 1935, and after two days the union's national executive recommended a return to work on a work-to-rule basis. Stopwork meetings defeated this proposal and the strike continued, affecting altogether some 3,500 printers. Newspaper printers and other unions offered support, and the Auckland Trades Council approved a black ban of firms which had continued working. On 20 March the employers asked the Minister of Labour to convene a compulsory conference. The Minister agreed, the union executive ordered a return to work and after a further round of stopwork meetings the strike ended on 23 March. The conference met on 27 March but broke up without agreement. The union again called meetings to discuss further action.

The New Zealand Film Commission gave a subsidy of \$6,000 to a projected film on the Mangere Bridge dispute, causing the **New Zealand Herald** to speculate on the difficulties of producing a moving picture where a still-life in oils seemed more appropriate. A meeting of union officials convened by the Auckland Trades Council on 23 March approved a proposal for a week of industrial action in support of the bridge workers. Meanwhile the contractors, Wilkins & Davies, approached the Ministry of Works with a request for formal discussions on the future of the project. According to the Minister, the firm is anxious to end the contract.

The Aircrew Industrial Tribunal, which had been asked to settle the pilots' seniority dispute, decided that it was up to the employer, Air New Zealand, to work out a joint seniority list for international and domestic pilots. The Air Line Pilots Association, which had been divided on this issue, asked the two pilot groups to meet with company representatives to seek an acceptable solution.

Twelve Christchurch boilermakers were engaged by a Christchurch engineering firm for work on the Wellington container crane, which had been declared black by the Federation of Labour and the Wellington Trades Council. They worked for two days, over a weekend, until the Wellington Boilermakers Society intervened. The men claimed that they had been hoodwinked by their employer and sent a letter of apology to their union, which nevertheless imposed a fine of \$250 each. The Canterbury Trades Council met to decide what action to take against the engineering firm involved.

The Christchurch-Lyttleton Road Tunnel Authority ceased to exist at the end of March, when road tolls were abolished and the operation of the tunnel passed to the Ministry of Works. Staff of the Authority, some of whom were to lose their jobs, were dissatisfied with the redundancy payments offered to them, and decided to close the tunnel at midnight on 27 March. After a three days' blockade the government ordered the police to remove the pickets, three of whom were arrested, and moved in the army to operate the tunnel. Hundreds of unionists, including Lyttelton watersiders, gathered on both sides of the tunnel to support the strikers, but a confrontation was avoided when the government agreed to fly a team of negotiators to Christchurch. A satisfactory settlement was reached on 31 March.

A dispute erupted at the port of Bluff on 19 March when watersiders declared the West German factory trawler **Wesermunde** black, because the owners planned to unload her with their own men. After five days the ship left with her catch still aboard. New Zealand fishing vessels are normally unloaded by the fishermen themselves, and the Bluff watersiders' union had given some undertakings last August. However, the Waterside Workers Federation insisted that discharge of the **Wesermunde's** processed fish cargo was watersiders' work in terms of the Waterfront Industry Act. The Federation of Labour held an all-day meeting in Wellington on the demarcation dispute, and further discussions are planned. Fishing industry spokesman claimed that joint ventures with foreign countries were threatened with collapse by the watersiders' action, but that same week a West German economic delegation described New Zealand as an attractive investment prospect because of its low wage levels.

BERT ROTH