

# CHRONICLE

MARCH 1987

The Parliamentary Labour Select Committee began hearing submissions on the Labour Relations Bill on 4 March. The Employers Federation denounced the bill as biased and repressive and claimed that it perpetuated old ideas of class war instead of recognising the community of interest between employers and workers in the workplace. The employers proposed the replacement of national awards by workplace agreements. Employer groups also attacked compulsory union membership, and the Ford Motor Co in its submission called for the deregistration of unions which failed to honour their contractual obligations. The FOL submission criticised the contestability provisions and the severance of awards from second-tier agreements.

The Constitutional/Policy Conference of the proposed Council of Trade Unions met in Wellington from 24 to 26 March. It was attended by 280 delegates from 76 private and state sector unions, with a combined membership of over 540 000, but the maritime unions and the National Union of Railwaymen, which had walked out from last year's FOL conference over the CTU issue, were not represented. The conference approved a draft constitution and a policy document, which will go forward for final approval to the CTU inaugural conference in November. The only major controversy at the conference was over the representation of women and Maori unionists. By the very narrow majority of 276 votes (265 463 to 265 187) delegates decided to give elected women and Maori representatives full voting rights on national and regional committees, and rejected a remit committee recommendation that the Maori and Women's Committees be accountable to the CTU national executive and national council. The conference also endorsed a recommendation that a similar structure for Pacific Island workers be investigated before the November conference.

The threatened 2-day bank strike, due to start on 9 March, was averted in last-minute negotiations on 7 March, when the Bank Officers Union accepted a 7.9 percent pay offer, subject to approval by its members. The offer also included improved leave provisions and an increased location allowance for Auckland and Wellington staff, which brought their total increase to 8.4 percent. At nationwide stop work meetings held on 11 March, staff in 21 centres voted to accept the offer, but the 2 largest centres, Auckland and Wellington, turned it down, as did staff on the Auckland North Shore and in New Plymouth, Masterton, Tokoroa and Queenstown. Taranaki staff even voted for an immediate 2-day strike but soon reversed this decision. On 16 March further stop work meetings in Auckland and Wellington "reluctantly" endorsed an executive recommendation to accept the employers' offer.

In renewed negotiations with the Fire Service Commission, the 3 firefighters' unions reached agreement on most issues relating to conditions of employment, but gained no advance on the 3 percent pay offer rejected earlier. The southern and central unions then reissued their 14 days' notice of industrial action, to start on 18 March, but members of the northern union voted to refer the pay issue to the Public Sector Tribunal, as had been suggested by the Government. In the first week of action members of the southern and central unions imposed bans on duties not involving a threat to life or property. On 23 March the southern union also decided to leave the issue to the tribunal, but the central union, which covers the lower half of the North Island south of Taupo, went ahead with daily one-hour strikes between 9 and 10 am starting on 24 March. Airport crash firemen, who are members of the PSA, offered their support.

Mr J Scott was elected national secretary of the Meat Workers Union, defeating his rival, the union president Mr R Middlemass, by about 2 000 votes in a poll of 18 000.

Rest home workers gained pay increases of between 8 and 12.5 percent from the Arbitration Court, with a 22 percent increase for part-time workers under 18.

A series of disputes involving different unions affected the shipping industry through most of March. Ships' officers, who are members of the Merchant Service Guild, tied up vessels of the Union Shipping Group from 27 February, in a dispute over a company proposal to merge staff superannuation funds. When the officers ignored a return to work order from the Ship-



ping Industry Tribunal, the company sought an interim injunction from the Wellington High Court and announced that it would seek compensation for damages from the Guild. The dispute was settled out of court on 5 March, when the company agreed to let the Guild and the Institute of Marine Engineers run their own pension funds and to contribute 11 percent of the value of officers' salaries.

Harbour workers voted by a majority of 83 percent to take action in protest against an employers' pay offer of a 7.5 percent increase over 15 months, equivalent to 6 percent on an annual basis. The union claimed a 7 percent rise over 12 months, but it was also concerned over employer proposals for port restructuring and staff cuts. The Hawke's Bay and Southland Harbour Boards were reported as willing to accept the union's claims, but the union was not prepared to settle at a local level. On 16 March a 24-hour strike by nearly 3 000 harbour workers paralysed ports and interrupted the Cook Strait ferry services.

Meanwhile watersiders had voted to hold a 5-day strike — the longest national wharf stoppage since the 1951 dispute — because the employers refused to discuss their national award unless the unions agreed to cost-cutting restructuring proposals. The watersiders' strike started on 18 March in all ports. Harbour workers who refused to do work normally done by watersiders suffered suspension. On 23 March, shortly after the watersiders returned to work, harbour workers walked out again in protest against continuing delays in settling their award. When Wellington harbour workers returned to work, Marlborough harbour workers stopped for 48 hours, which continued the interruption of inter-island ferries until 26 March.

Hard-hitting half page press advertisements sponsored by the NZ Association of Waterfront Employers claimed that waterside gangs were over 30 percent overmanned, that on average 30 percent of waterside workers were absent during paid working time, and that workers only worked an average of 24 hours a week for average earnings of \$32 000 a year. On 26 March harbour workers and their employers agreed to meet before an industrial conciliator, and in the following week the Waterside Workers Federation resumed negotiations over wages and manning levels. On 31 March however the Merchant Service Guild announced that ships' officers were ready to strike over their claims for a 7.5 percent pay increase.

The United Mine Workers Union asked that mine dismissals be on the basis of "first on — last off", but the Coal Corporation announced that it would select the miners it wished to retain on the basis of skill first, then attendance record and only lastly length of service. In protest members of the Denniston Miners Union decided that they would all apply for voluntary redundancy. Cabinet Ministers claimed that elsewhere too, groups of workers were planning to take the lump sum payments in the knowledge that they would have to be rehired by the Coal Corporation. Accordingly the Government on 17 March withdrew its unconditional voluntary severance offer to State Coal staff who had been offered continuing employment with the new corporation, unless they had already elected in writing to take voluntary severance, or had been offered jobs which were significantly different. The miners' unions and the PSA greeted this reversal of promises with a storm of protests, reinforced by stop-work meetings and strikes. On 19 March 1 000 people marched through Westport — the biggest march in the history of the Buller region — and a Cabinet Minister, the MP for the West Coast Mr K Burke, added his voice to the protests. After hurried negotiations with the FOL and affected unions, the Government backtracked and reinstated the severance pay option, while the unions offered help in avoiding double payments by approaching "suitable persons" to fill vacancies. When the new Coal Corporation opened for business on 1 April, it found itself short of staff, both mine workers and salaried, and forced to offer work to some employees who had earlier received letters of dismissal. In the South Island the shortage was of the order of 20 percent. In separate negotiations the United Mine Workers accepted a new employment package involving longer underground shifts, a 7.5 percent wage rise and an extra week's holiday.

Photo litho workers banned the use of colour in newspapers to protest against a breakdown in their award talks. The Newspapers Publishers Association, which had offered a lower rate for using colour than the rate payable in commercial shops, threatened to suspend striking and non-striking workers. A joint conference in Christchurch of Australian and New Zealand printing unions decided to explore the possibility of forming a federation linking both countries.

The State Services Conditions of Employment Amendment Act removed the new state corporations from the standard state employment provisions as from 1 April. In a last-minute change the Railways Corporation was added to the list, but in this instance the Act will come into force on a still unspecified date. The Post Office Union reached agreements with the 3 new postal corporations, which provided for the exemption of about 920 senior posts from union coverage. All existing staff, a total of about 38 500, were to be offered employment in the new



corporations for a transitional period.

The Electricity Corporation Establishment Board, after initially proposing that only 42 top posts be exempted from union coverage, raised this figure to 550 and then 1 450 (out of a total projected staff of 6 000), claiming that these were all managers who should be employed on individual remuneration packages. The PSA, said the Board's chairman, "is attempting to dominate management and control the corporation". Electricity workers responded by giving 14 days' notice of power cuts, starting at the New Plymouth station on 20 March and extending to other stations from 29 March. The Government appointed a mediator, Mr M Teen, to look into the dispute. The New Plymouth station began to reduce power output as announced, but negotiations held in the presence of the mediator led to an agreement on 20 March, which electricity workers, meeting at 55 sites, voted to accept. Under the new terms the PSA was to have coverage of the entire staff of the Electricity Corporation, with reduced bargaining rights for 226 designated senior management posts.

The PSA also reached agreement on union coverage with the new Land, Airways and Government Property Corporations, but in the Coal and Forestry Corporations the extent of union coverage remained in dispute at the end of the month. Staff who had been offered employment in the new corporations were to be transferred on existing pay and conditions, again with exceptions in Coal and Forestry, but personal grievance procedures were still to be negotiated. There was a strong attendance at PSA departmental annual meetings in the second week of March, where members supported calls for mass rallies and industrial action. On 26 March some 500 teachers held a rally outside Parliament to protest against changes in state pay-fixing, and this was followed by a PSA protest in Wellington on 31 March, when thousands of public servants stopped work to attend meetings in the Opera House and Town Hall to discuss state pay-fixing and their 7 percent pay claim.

The ailing Farm Workers Association decided to affiliate with the NZ Workers Union, which has traditionally represented country workers. The association expected to retain a large amount of autonomy, and the Workers Union agreed that it would have to act cautiously when moving into "the agricultural scene".

Bluff oystermen refused to sail at the opening of the oyster season in a dispute over pay. The fleet remained in port for 3 weeks, until the boat owners agreed to a 7 percent increase.

The Distribution Workers Federation launched a nationwide campaign on 5 March to improve the pay of shop assistants. A report prepared for the Department of Labour showed that women workers earned on average 78 percent of male earnings, but that in the female-dominated retail industry they earned only 58 percent of the average male wage, while men in the industry earned only 78 percent of the average male wage. The report recommended the introduction of legislation incorporating the principle of equal pay for work of equal value, and the commissioning of specific case studies in a range of industries to get more detailed information on average male and female pay rates.

On 23 March the Auckland High Court ordered the Northern Storepersons and Packers Union and 3 union officials to pay \$1.66 million to the Ford Motor Co, in compensation for production losses during a 3-week strike at its Wiri plant last August-September. The union, which was not represented in court and had not filed a statement in defence, claimed to be unaware that the action was proceeding. The largest previous damages award against a union was in an action by the Nauru authorities against the NZ Seamen's Union over a ban against the Nauru vessel "Enna G" in 1973. Mr Marshall, of the Employers Federation, said he hoped the Ford judgment would make unions aware of the need to abide by their contractual responsibility, and the Leader of the Opposition described the judgment as "a very salutary warning for the union leaders". Union officials denounced Ford's action as "criminal" and as an attempt to "knock the union into shape".

On 26 March the Northern Clerical Workers Union announced that it was being sued by the Tip Top Ice Cream Co for loss of sales during a 3-week strike last November, and on the next day the Northern Stores Union revealed that it was facing a second action, with Foodstuffs Ltd having lodged a claim for damages. The Stores Union decided to apply to the High Court to have the Ford judgment set aside, but meanwhile it was reported that the Dairy Industry Association was considering action for damages against the Dairy Workers Union over a strike last year, and that the Northern Hotel Workers Union faced possible damages action over a strike in Northland hospital kitchens.

#### APRIL 1987

The Parliamentary Under-Secretary for Labour, Mr E Isbey, announced that the Government planned to release a new Code of Practice allowing workers to elect health and safety



representatives for a 1-year trial period from 1 July. The Government also announced on 22 April that it intended to renounce ILO Convention No 45 which bans women from underground work in mines.

The Employers Federation stepped up its attack against the Labour Relations Bill with large newspaper advertisements, keynote speeches at its annual conference, and the publication of a pamphlet jointly with Federated Farmers, the Manufacturers Federation, the Retailers Federation and the Tourist Industry Federation. According to the Director of the Otago-Southland Employers Association, the Government had abdicated all responsibility to the union movement by promoting the bill and had given unions the power to decide how businesses should be run. Mr J Rowe announced his retirement next January after 10 years as the Employers Federation's Director-General.

On 1 April, the day the new state corporations became operational, the Minister of State Services approved union coverage for their staff as agreed between the unions and the establishment boards. The only exceptions were in the Coal and Forestry Corporations where Mr Rodger ordered a ballot of senior staff. He also reserved for further study a decision on a claim for independent bargaining rights by the 250-strong Air Traffic Controllers Association, which wanted to break away from the PSA.

Thousands of public servants attended a PSA stop work rally in Auckland on 6 April, which called for a 7 percent pay rise, retention of state pay-fixing procedures and no compulsory redundancies. PSA delegates were to meet again to plan a 24-hour strike unless the Government made a positive response by the end of the week. The answer came on 10 April, when Government and CSU negotiators reached agreement on a 7 percent across-the-board increase to some 250 000 state employees, effective from 15 January and running until 10 November. In return the state unions undertook not to pursue specific group pay claims (with some exceptions), not to oppose interim legislative amendments to the State Services Conditions of Employment Act (to be passed in the current parliamentary session), and to accept private sector arbitration institutions arising out of the Labour Relations Bill. The Employers Federation denounced the deal as an attempt to buy political support for the coming general election, but Mr Rodger said the settlement was the result of give and take by both sides, and had been reached without prejudice to the Government's intention to implement even wider state pay-fixing reforms in the next parliamentary session.

A Taranaki union official, Mr R Potroz, received apologies in the Wellington High Court on 6 April as part of a settlement of defamation proceedings arising out of a dairy workers' dispute in October 1982. Mr Potroz, who was president of the Taranaki Trades Council at the time, had been accused by local farmers of using the workers to satisfy his own ends and of threatening industrial blackmail.

Engineering union members at Wattie Foods in Hastings accepted a redundancy deal which provided for a basic 6 weeks' pay for the first year of service plus 4 weeks' pay for job retention and 2 weeks for job search, followed by a further 2 weeks' pay for each subsequent year up to 16 years, 3 weeks for the 17th to 19th year, and 4 weeks for the 20th and later years. A union organiser described it as one of the better redundancy deals made recently. Woollen workers at Feltex factories in Auckland, Lower Hutt and Christchurch went on strike over a demand for better redundancy payments to laid-off colleagues.

The Fire Service Commission obtained an interim injunction in the Wellington High Court on 8 April to stop the daily one-hour stoppages in the central region, which had continued since 24 March. The decision did not apply to the ban on routine duties, which the union continued to enforce. The Public Sector Tribunal opened hearings on the firefighters' pay claim on 27 April.

The first trade union-based health clinic, sponsored by the Northern Hotel and Hospital Workers Union, opened in Otahuhu, South Auckland in the last week of April. The clinic, with a projected staff of 3 doctors, 3 nurses and 2 clerical workers, expected to have 8 000 union members and their families on its books.

The Merchant Service Guild revealed that it was facing a claim for just over \$1.7 million by the Union Shipping Group for damages arising out of the superannuation dispute in February-March. Delegates from 15 Auckland unions visited local MPs to seek their support for law changes in industrial disputes. The Northern Stores Union's claim to have the Ford judgment set aside was heard in the Auckland High Court on 15 April. The judge said the company had lulled the union into thinking it would not go ahead with the damages claim. He set the judgment aside and gave the union 30 days to file a statement of defence.

Eleven combined unions accepted a 7.5 percent pay offer from the Tasman Pulp and Paper Co. Mr H Appleton, the assistant secretary of the Pulp and Paper Workers Federation, was



elected secretary in succession to Mr J Murphy, who stepped down after 30 years' involvement with the Kawerau mill.

Negotiations on a new waterfront agreement broke down after talks lasting 4 days. Mr B Owens, a former chairman of the Bay of Plenty Harbour Board, called for the dismissal of the entire waterside workforce and the re-engagement of willing workers under new conditions of employment. The National candidate for Onehunga claimed that "continuous strikes at seaports" were a blatant use of industrial muscle which was holding the country to ransom. The Government, he said, must be prepared to stand up to the unions and show that it was prepared to govern.

## MAY 1987

The 50th (and probably last) annual conference of the FOL met in Wellington from May 5 to 8. In his presidential address Mr Knox warned workers that by boycotting the polling booths they would in effect be voting for the National Party. While condemning the economic and employment policies of the Labour Government, he claimed that the Government had also carried out positive policies on compulsory union membership, trade union education and peace. Mr Knox also issued a warning about the growing militancy of employers. Summing up the results of the last wage round, the conference agreed that a centralised wage push, as advocated in remits from the Wellington/Wanganui Drivers Union and the Northern Stores Union, was unattainable and asked unions to base their approach in the 1987 wage round on "the specific features of their industries".

The conference also endorsed the principles of the proposed Council of Trade Unions, which will hold its inaugural conference in November and will supersede the FOL. Following discussion of a report by the Maori Trade Union Committee, the 480 delegates voted to march in a body to the Court of Appeal in support of the Maori case against the handover of Crown lands to the new state corporations, and to offer financial assistance. In the election of officers Mr L Smith, of the Northern Labourers Union, was elected vice-president in succession to Ms Sonja Davies, who resigned after 5 years and is seeking a seat in Parliament. Mr G H Andersen was again elected to the national executive.

Following the military coup in Fiji, New Zealand unions imposed bans on trade to and from that country in response to calls for solidarity from the Fiji Trade Union Congress. The action, which was promoted by the FOL, had the support of the International Confederation of Free Trade Unions in Brussels and of the International Transport Workers Federation.

The controversial Labour Relations Bill was reported back to Parliament by the select committee on 7 May. It contained numerous changes, but most of them were technical and mainly inconsequential. Restrictions on the right of entry by union officials were tightened, and the start-up date was now 1 August. Contestability was extended slightly by allowing the formation of new unions by workers covered by the membership of an existing union but not by an existing award. The dairy industry and the distribution of medicines were added to the list of essential industries, where 14 days' notice of strike action is required.

Mr Palmer described the measure as the biggest change in industrial law since 1894. The Government took urgency and, despite 211 amendments moved by the National opposition and 162 divisions, the bill passed its final reading on 15 May. The tension of the debate was shown by a remark by a former Minister of Education, Mr M Wellington, who, on being evicted from the chamber, called out to the Labour benches, "I'll get you bastards".

The first meeting of this year's Tripartite Wage Conference took place in Wellington on 25 May. The parties delivered opening statements and adjourned for a further meeting in June. Mr Rodger had said earlier that, because of lower inflation, he expected a wage round of hard negotiations but of pay increases of modest proportions.

The Human Rights Commission reported that while trading banks had made progress towards giving women employees equal opportunity for advancement, policy changes seem not to have been matched by comparative statistical changes in career patterns.

The Early Childhood Workers Union gained a 24 percent wage rise for child care workers, starting from 31 August. The new \$5.30 hourly rate for untrained workers was however still only 5c above the adult minimum rate.

The Clerical Workers Association presented an equal pay petition with 17 000 signatures to women Labour MPs on 12 May. The association also proposed amalgamation with either the



Distribution Workers Federation or the Hotel Workers Association, or both. The Distribution Workers Federation turned down the proposal but agreed to work more closely with the clerical workers.

The Northern Drivers Union gained an interim injunction in the Auckland High Court on 28 May, preventing the dismissal of 11 petrol tanker drivers by the Shell Oil Co. The union claimed that Shell had agreed in 1983 not to replace drivers by owner-drivers. The issue will be decided by the Arbitration Court.

Four members of the Northern Drug and Chemicals Union, including a union delegate, sought reinstatement by the Arbitration Court claiming unjustified dismissal by the Farmers Fertiliser Co at Otahuhu. They had been accused of sabotage and wilful damage, but the case was settled out of court after the company admitted hiring an undercover agent through a security firm and being unable to locate the man to give evidence in court.

The Public Sector Tribunal awarded firefighters a rise of over 15 percent, comprising 7 percent granted to other state workers and 8.5 percent based on relativity arguments. This settled the conflict arising from a 3 percent government pay offer earlier in the year, which had caused a firefighters' strike in the central region.

Some 1 600 construction workers laid off at the Glenbrook steel mill expansion site received redundancy compensation at the rate of 75c for each hour worked on the site, or about \$1 900 for each year worked, plus unused sick leave, a week's notice of redundancy and another week's pay in lieu of notice.

Auckland Regional Authority salaried staff, who are members of the Northern Local Government Officers Union, went on strike (for the first time) on 14 May, after carrying a strike ballot by 399 votes to 129. They were claiming a 9.8 percent pay increase, as against an employer offer of 1.3 percent. They resumed work on 20 May, after accepting pay increases ranging from 16 to 24 percent, including the 7 percent state pay movement.

Plumbers on central Auckland building sites went on strike on 27 April after the collapse of their award talks. They claimed an hourly rate of \$11, plus a \$3 an hour industry allowance, which was a significant increase on their current hourly rate of \$7.11. The employers offered a 7 percent increase to \$7.61 an hour, plus a \$1.07 allowance. In May plumbers in Dunedin and Wellington joined the strike. The employers suspended building workers and sought an interim injunction in the Auckland High Court to stop the union intimidating apprentices who had continued working. The Plumbers Union claimed that the employers were sending apprentices to do tradesmen's work on strike-bound building sites to undermine the union's stand. Apprentices, they said, were supposed to be supervised and trained, and not used as scabs.

A printers' strike stopped publication of both Wellington daily papers on 14 May and of the *Dominion* on 15 May. The printers returned to work when the employers agreed to resume negotiations on new technology.

A 3-day hui of Maori public servants at Waahi Pa, Huntly from 30 April to 2 May discussed more effective Maori representation at all levels of the Public Service Association, as well as other issues of concern. Figures released by the State Services Commission showed that wage workers made up two-thirds of those affected by corporatisation, and that 80 percent of wage workers who lost their jobs were Maori. On the East Coast 90 percent of those who left the Forest Service were Maori.

New negotiations early in May failed to resolve the deadlock over the watersiders' award, which had expired on 31 December. Later in the month, however, the watersiders accepted manning cuts of about 17 percent and gained in return a 9 percent wage increase from 1 June. According to the secretary of the Waterside Workers Federation, the number of watersiders would not be reduced but more of them would be on idle time.

## JUNE 1987

The Minister of Labour was severely critical of a speech by Mr J Rowe at the ILO conference in Geneva. The acting President of the Employers Federation, the Opposition spokesman on labour relations, the Chairman of the Business Roundtable and the secretary of the Retailers Federation all spoke up in Mr Rowe's defence.

The Business Roundtable launched a campaign against the new Labour Relations Act (which Mr Rowe had criticised in Geneva) by publishing a report "Freedom in Employment".



which called for a freeing up of the labour market as an "urgent national priority". The report proposed decentralisation of wage bargaining and greater flexibility, which would allow workers to "price themselves into jobs". Mr Rodger described the campaign as "unreal" and the Roundtable's views as "extreme", and he made it clear that he would not seek changes to the new law. The second meeting of the Tripartite Wage Conference on 29 June, however, had before it a Government report which suggested regional variations in wages as a means to cut unemployment in the provinces. Such variations already exist in above-award payments, but Mr K Douglas strongly opposed any attempt to incorporate regional rates in awards.

Pilots employed by Ansett New Zealand reached agreement on a new award which set the retirement age at 60 (compared with 55 for Air New Zealand pilots), and provided that pilots take their meal breaks on the job and not off the aircraft. The Airline Pilots Association, which feared that the agreement would undermine conditions won in the Air New Zealand award, decided to disestablish the Ansett branch and to incorporate its members in the Air New Zealand Christchurch branch. An Ansett pilot appealed against this decision to the High Court, which ruled that the Pilots Association had acted unjustly in disestablishing the branch. The Hotel Workers Union warned members not to take jobs with Ansett's catering contractor, because the firm proposed to pay staff under the award for tearooms and restaurants, which was below the rates paid to Air New Zealand catering staff. The union sought a basic rate of \$8.69 an hour, while the company offered \$7.45.

Workers at the Beecham toothpaste factory in Penrose, Auckland, which is to close on 31 July, went on strike for a better redundancy deal. They asked for 12 weeks' pay for the first year of service, and 3 weeks for each subsequent year. The company had offered 9 + 2 weeks, but the strike was settled on the basis of a 12 + 2 package. At the Airest furniture factory in Auckland all 113 workers went on strike on 26 June in support of better redundancy payments for 46 laid-off colleagues. They returned 3 days later after accepting an agreement providing for 4 weeks' pay for the first year and 2 weeks for each additional year.

Dairy industry employers announced that they had decided not to go ahead with their damages claim against the Dairy Workers Union. They did however warn the union of court action if there were similar strikes in future.

The SPCA brought charges under the Animal Protection Act against a Westfield freezing works union official, claiming that he had counselled members to go on strike and had thereby caused unnecessary suffering to sheep. It was the first such prosecution under this act. The case was heard in the Otahuhu District Court on 26 June, and the judge threw out the charges because he was not satisfied beyond reasonable doubt that the animals had suffered as a result of the official's actions.

Harbour workers at container ports at Auckland, Wellington, Lyttleton and Port Chalmers went on strike over a claim for pay parity with watersiders. Work resumed when the Waterfront Industry Tribunal decided that harbour boards should increase the 7.2 percent rise of harbour workers to the 9 percent won by watersiders.

Daily newspaper journalists failed in their bid for a catch-up payment, but gained a 7.5 percent increase from the Arbitration Court, backdated to 15 November.

The Union Shipping Group decided not to pursue a damages claim against the Merchant Service Guild over a strike in March, but it served summonses on the Guild and 24 of its officials for breaches of the Industrial Relations Act. The new award for maritime officers provided a 7 percent rise in their basic rate and a major reworking of their career structure.

At the Caxton mill in Kawerau 224 pulp and paper workers called an indefinite strike from 15 June, to protest at lack of progress in their pay talks. The company had offered an 8.6 percent increase in wages and a 7.5 percent increase in allowances, but the union sought a 10.8 percent wage rise and a 20 percent increase in 2 allowances. On 24 June the company locked out 80 clerical and maintenance staff and 170 contracted workers, after the pulp and paper workers voted to continue their strike.

Auckland building labourers voted on 3 June to support striking plumbers and threatened retaliation if the employers suspended labourers. An application by the plumbing firm of H W Coyle Ltd for an interim injunction to order the Plumbers Union not to harass apprentices or to picket building sites was heard in the Auckland High Court on 4 June. The judge warned the union that it was illegal to intimidate apprentices who continued to work. He did not however issue an injunction but adjourned the case for 2 weeks and asked the parties to try to resolve their pay dispute before them. The parties agreed to refer the dispute to the Arbitration Court and H W Coyle withdrew its application for an injunction.

In a ballot conducted by the National Union of Railwaymen three-quarters of some 6 000 union members returned voting papers and 58 percent voted in favour of continued affiliation



to the Labour Party. The union secretary claimed that the ballot had been held because members had become "fed up" with Government policies.

Four hundred members of the Clyde branch of the NZ Workers Union held a 24-hour stoppage on 22 June to protest against the Government's decision not to go ahead with the construction of the Luggate dam.

The bus drivers' award provided for a 7 percent rise in the basic rate, plus an average one percent rise through increases in service and shift allowances. The linkage with state pay rates was dropped and the employers gained extra flexibility in shift arrangements.

Herbert Roth