

# CHRONICLE

## MARCH 1989

At a joint press conference in Wellington on 15 March the Deputy Finance Minister Mike Moore and CTU president Ken Douglas announced a government-union agreement on a negotiation stance for a compact and released letters setting out their respective aims. Discussions were to continue, but no formal structures would be set up at this stage. Moore admitted that he had been over-ambitious in seeking a tripartite agreement covering government, unions and employers, while Steve Marshall for the Employers Federation commented that business interests would continue to oppose any centralisation of industrial decision-making. "Decisions about enterprises," he said, "are best made at enterprise level."

Speaking to a Rotary conference in Nelson, Marshall suggested the abolition of unemployment benefits for people under the age of 18. School leavers, he proposed, should work next to organised workers on lower wages so as to get work experience, and they should expect that their entry into the workforce would at first mean modest pay. According to the Labour Department's quarterly employment survey, 80,000 fewer people were working in November 1988 than 12 months earlier, with full-time workers declining by 68,000, part-time workers by 7000, and working proprietors by 4800. For those who had work, the Statistics Department reported that wages rose by an average of 7 percent in the year to December, compared with an inflation rate of 4.7 percent.

Talks between airlines and the pilots' association broke down on 10 March, when the airlines refused to negotiate on a single national award to replace the present separate agreements. The pilots decided to hold stopwork meetings and they gave notice of a 10-hour strike, from 5 am to 3 pm, on 14 April at all 6 companies.

Air New Zealand stewards and hostesses gave notice of stopwork meetings on 31 March, in a dispute over manning levels and duty times on the new Boeing 747-100 superjet. This would have interrupted domestic flights and international flights leaving New Zealand, but Air New Zealand threatened to cease operations worldwide and to force cabin crew stranded overseas to pay for their hotel accommodation. The union took legal action to prevent what it considered an unlawful lockout, but the Labour Court on 30 March refused to issue an interim injunction against the company. Stopwork meetings went ahead as planned in Auckland, Wellington and Christchurch, but flights resumed in the afternoon.

In negotiations on the building trades award the employers wanted to extend ordinary working hours, when penal rates do not apply, from 7.30 am to 4 pm in the current award to 6 am to 6 pm. When the talks collapsed carpenters held stopwork meetings and decided, in Auckland, to strike from 8 to 13 March. The building labourers' award talks also collapsed because the employers rejected union claims, including a redundancy agreement providing 6 weeks' average ordinary earnings for the first year of service and 2 weeks for each subsequent year. The major Auckland employers locked out their building

labourers on some 35 sites from 13 March, after labourers had struck at one site. They demanded a union commitment to take no further strike action; a labourers' stopwork meeting offered to abandon industrial action while talks continued, and on this basis work resumed on 20 March. Renewed talks for the building trades award had meanwhile collapsed once more, on 17 March, and the labourers' negotiations on 23 March also ended in deadlock. On 30 March employers suspended hundreds of building tradesmen and labourers in Auckland and Wellington.

The clerical workers' award, which had expired on 6 December, remained unsettled. Employers offered a 4 percent rise but demanded the removal of the clause which stipulated full-time rates for staff working more than 30 hours a week. They withdrew an earlier offer of a 3 percent pay rise if the award remained unchanged and rejected mediation efforts by CTU president Douglas. Clerical workers' stopwork meetings in the northern district supported legislation to ban smoking at workplaces.

Some 200 Auckland local body engineers, who are responsible for maintenance of the sewage treatment plant, bulk water supply stations and the ARA bus fleet, went on indefinite strike from 16 March. Their major claim, which the employers had rejected, was for an extra 69¢ an hour catch-up to bring them in line with ARA electricians.

The controversial Nissan Way agreement, which had caused a major strike in 1988, was renewed for another 12 months by the engineers', carpenters' and electricians' unions. The company claimed a 53 percent increase in production over 10 months and a 46 percent fall in absenteeism, while wages had risen by 4.5 percent. The stores, hotel and clerical workers' union maintained their opposition to the agreement.

Talks on the hotel workers' award broke down again, with the union claiming a 5 percent rise and the employers offering 4 percent, but conditional on the introduction of 4-day 10-hour weeks and concessions on casual labour and penal rates. Christchurch hotel workers voted to go on strike for 6 days from 7 March, and hotel workers in other centres also took industrial action. The union called nationwide stopwork meetings to discuss further action, and Dunedin members voted on 29 March to strike for 5 days. Talks on the restaurant and tearoom award also broke down over employer demands for casualisation.

The Minister of State Services announced that the number of people working for government departments had dropped by 16 percent between June 1984 and October 1986, from 62,361 to 52,278. Some departments however showed a significant staff increase in this period, notably Social Welfare, Inland Revenue and Justice.

Electricorp sought to impose a new 5-day roster at the Meremere power station, but the 53 staff continued to work the old 7-day roster, even though they were no longer paid for weekend work. Working under the new roster, they said, would cost them at least \$7000 a year. The PSA claimed that Electricorp was violating a transitional determination of wages and conditions, but the Labour Court ruled that the determination had lapsed. The Meremere men then voted to strike for 3 days in April, and gained pledges of support from workers at other North Island power stations. The PSA gave the required 14 days' notice of industrial action on 29 March, but Electricorp withdrew the new roster and the PSA cancelled the strike plans, pending the hearing of a dispute of rights claim before a mediator.

The Minister of State-Owned Enterprises approved the Shipping Corporation's sale of the reflagged *Weka* to the Pacific Forum Line, after the line had reached agreement with the maritime unions on crewing levels and conditions. The crew was to be cut from 26 to 19, and leave entitlements from 1 day on, 1 day off to 2 days on, 1 day off. 10 foreign officers of the *Weka*, which was to resume its former name of *Pacific Forum II*, left New Zealand on 9 March. The Shipping Corporation was also able to reach agreement with the unions on reduced manning and leave levels on its 2 remaining ships, the *Tui* and *New Zealand Mariner*. On 22 March the government announced that it had sold the Shipping Corporation to ACT(NZ), a company jointly owned by British shipowners Cunard Ellerman and Blue Star Line.

The Wellington High Court on 10 March refused an injunction sought by the Wellington and Taranaki Shop Employees Union to stop Sunday trading by Foodtown supermarkets. Foodtown however decided to abandon the experiment after evaluating results from several weeks' Sunday opening.

Award talks for secondary school teachers broke down on 9 March over State Services Commission proposals to remove principals and other senior, including manual, staff from the award and place them on contracts, and to scrap existing pay scales and let school boards place teachers anywhere within two ranges of \$20,000 and \$40,000. The PPTA set up a toll-free telephone hotline staffed by volunteers to answer questions from the public, and it held a national one-day strike on 21 March. Further rolling stoppages, region by region, were scheduled to start early in April, and the union also put its case to the public in a special 10-minute television presentation.

Award talks for primary teachers reached agreement, after the State Services Commission dropped its claim to exempt principals and senior staff from award coverage, but talks with polytechnic teachers deadlocked over this same issue of senior staff exemptions. The 4000-strong PSA educational services group, which includes staff of education boards and secondary and tertiary schools, decided to take industrial action from 223 March, after the State Services Commission rejected redundancy and stress compensation claims. The action included bans on overtime and the processing of payments, and the Minister of Education warned of serious log-jams in implementing the government's education reforms.

The junior vice-president of Federated Farmers attacked the Apple and Pear Board for making "backhander" payments to watersiders loading apples at the port of Nelson. The chairman of the board replied that the only payments made were productivity bonuses, which had been paid for years. The Waterfront Industry Reform Bill, which abolished the Waterfront Industry Commission, passed its third reading in Parliament on 15 March.

#### APRIL 1989

The Deputy Prime Minister announced on 27 April that the government had set up a special committee of cabinet ministers to oversee proposals for pay equity legislation, which he expected to be introduced in Parliament in October.

The National Party's labour spokesman Bill Birch told the press in Whangarei that his party would consider the abolition of the Labour Court if it became the government. "My own view," he said, "is that labour contracts should be civil and dealt with in the civil courts." Besides reintroducing voluntary union membership, his party would promote direct bargaining and individual contracts for companies and their employees.

A survey of executive salaries in the year ending 1 March showed average increases of 10.7 percent for top executives, compared with a 14.5 percent rise in the year to March 1988.

Airline pilots working for Air New Zealand, Ansett, Mount Cook, Eagle, Safe and Field Air struck for 10 hours on 14 April and voted in favour of further industrial action. In resumed talks the airline rejected the pilots' demand for a single industry award and the mediator referred the dispute to the Arbitration Commission.

In negotiations on the building trades award both sides reached tentative agreement on redundancy provisions, which were sharply criticised by the secretary of the Auckland branch. The award was settled at the end of April, with a 4 percent pay rise for the first 6 months and another 1 percent for the next 5 months. The union also gained a provision for redundancy pay after 20 weeks with the same employer.

Clerical workers, whose award talks had broken down in February and who had had no wage rise since their old award expired, launched a Project 13 campaign. Its purpose was to safeguard clause 13 in the old award, which provided that staff who worked more than

30 hours a week must be paid a full week's wages. The union sought the support of M.P.s and women's organisations.

The striking ARA maintenance engineers began to picket bus depots to stop deliveries of petrol and spares, and rejected an offer of an extra 20¢ an hour plus 4 percent. They stuck to their claim for parity with ARA electricians, pointing out that the gap of fourpence between their hourly rates in 1967 had widened to \$1.19 since then. As the number of roadworthy buses declined and services were reduced, bus drivers and other transport staff became concerned about the threat of suspensions. The bus drivers' union asked elected ARA members to step into the dispute, but the ARA chairman rejected any political intervention. By 11 April all bus services except to South Auckland and Orewa had been cancelled and union blamed the deadlock on the absence in Sweden of the ARA's chief executive. The ARA claimed in a full-page newspaper advertisement that bowing to the engineers demands "could actually contribute to plunging our economy even further into recession", but the union replied that its pay claims paled into insignificance when compared with the generous salary increases of between 15 and 33 percent given to ARA senior administrative staff.

On 17 April the ARA grounded its remaining bus services because of lack of fuel. 2 days later it offered to submit the dispute to independent arbitration and informed the public of this in huge newspaper advertisements. What it did not mention was that the proposal was for pendulum or "final offer" arbitration, where the arbitrator has to find in favour of one side's entire case and cannot steer a middle course. When the engineers voted to continue the strike, the ARA posted suspension notices to some 1000 transport staff, mostly drivers. On 21 April, after day-long negotiations involving other ARA unions and the CTU, as well as engineers, the ARA made another "final" offer, which the engineers accepted. It provided for the addition of 30¢ an hour to base pay with an increase of 4 percent on top of that, which would take the engineers to the level of electricians over a 3-year period. It also provided for a continuity of service clause if the ARA bus service changed hands, and for the setting up of a working party to look at a composite award covering all ARA unions. The 5-week strike came to an end on 23 April, when buses resumed with an at first very limited service. The engineers welcomed the settlement, but the secretary of the electrical workers' union described the relativity argument used by the engineers as "despicable".

At the Longburn meat plant near Palmerston North, which has been closed since staff were locked out in 1986, unionists mounted pickets to block lorry access to freezer storage leased to Wattie Frozen Foods. The company failed in a bid for a High Court injunction, but later in April the union called off the picket, which it had maintained for more than a month. In Morrinsville members of the Auckland Freezing Workers Union picketed the small South Pacific Meats plant, which the union accused of working a night shift in violation of the award. The union applied to the Labour Court for a compliance order, while the company unsuccessfully sought an injunction to stop the picket.

Negotiations on a new hotel workers' award failed again early in April. Sporadic protest strikes in many centres had, according to the employers, caused little inconvenience. The Hotel Association asked the Arbitration Commission to declare the negotiations lapsed and proposed to replace the national award with regional or company agreements, covering clerical as well as hotel workers. The union opposed this move and the Arbitration Commission, on 26 April, referred the dispute to the chief mediator for a further effort at a negotiated settlement. The old award had expired on 31 December, but in April the employers gave staff an interim 3 percent pay rise "as a sign of good faith".

Building labourers continued rolling stoppages in the main centres in protest over the lack of progress in their award talks, which had dragged on since last November. An employers' spokesman said his members were subject to "industrial blackmail" because they would not agree to union demands without getting corresponding concessions. Agreement on a new award was reached on 16 April, including a 4 percent pay rise, but there was no agreement on redundancy provisions. The union wanted redundancy to be

negotiated separately, but the employers insisted that redundancy clauses must be part of the deal and had to be agreed on before registration of the award. The labourers then voted to remain on strike, which forced the employers to suspend hundreds of carpenters as work ran out on construction sites. The general manager of the Auckland Master Builders Association set the cost of the 5-month disruption of the construction industry in Auckland alone at well in excess of \$20 million.

Pay negotiations for some 2000 milk delivery boys and girls between the CTU and the Milk Vendors Federation opened in Wellington on 18 April. The youngsters had in the past been covered by a voluntary Code of Practice, but the CTU sought a national award which would be legally enforceable. Eight milk boys from different parts of the country took part in the negotiations, which ended in stalemate. There had been no increase in wages since the code was agreed to 3 years ago, but the milk vendors described the CTU claims, which involved increases of between 16 and 65 percent, as excessive.

The Nurses Association reached agreement on an award providing increases of between 1.5 and 4 percent for some 22,000 public hospital nurses. Allowances were to rise by 3 percent and the Association also negotiated a redundancy agreement. It conceded the exemption of chief and principal senior nurses from the award.

Customs Department staff negotiated a flat \$20 a week pay rise, with a third of the cost coming from allowances which officers at Auckland and Christchurch airports had agreed to forgo. The PSA educational services group lifted all bans on 5 April, and in resumed negotiations with the State Services Commission the two sides reached agreement on a redundancy package.

Three South Auckland farm workers challenged in the Labour Court the validity of ballots held last year for workers on dairy, beef, sheep and arable farms. 150 people, out of an estimated 16,000 farm workers, voted in these ballots, with a majority in favour of compulsory membership of the New Zealand Workers Union. The Court on 26 April overturned the results of the ballots because there had been insufficient advertising, i.e. 2 notices in the *Truth* newspaper. The NZWU announced that it would not hold new compulsory membership ballots because of the prohibitive cost.

The PPTA suspended the rolling stoppages due to start on 5 April and returned to talks with the State Services Commission. It also lowered its pay claim from 7 to 4 percent, but a fortnight later it accused the Commission of walking out of the talks and threatened to resume the stoppages unless there was satisfactory progress by 5 pm on 20 April. The main area of disagreement now was the inclusion in the award of "national standards", i.e. procedures for disciplining and evaluating the competence of teachers. The PPTA was anxious to protect its members against "malicious accusations and inexperienced boards", while the Commission wanted school boards to set their own criteria. A Commission spokesman accused the PPTA of wanting to hang on to a centralised bureaucratic education service which it had been able to dominate. School boards, he said, should have normal employers' powers over teachers and teachers should have the normal levels of protection provided in industrial and human rights legislation, though "that does not mean we can guarantee against bad employer behaviour." The PPTA even offered to forgo any pay rises in the current award round if national standards were preserved. When this offer was rejected, it re-activated its campaign of rolling stoppages, starting on 26 April with school closures in Nelson, the Wairarapa and Hawkes Bay.

## MAY 1989

A review of the Labour Relations Act released by the Business Roundtable complained of lack of flexibility and called for the right of employers to opt out of awards, the right of workers to choose their union, the elimination of the "blanket clause", and voluntary union membership. CTU president Douglas replied on 3 May that the Roundtable paper was "tired old prejudices recycled" and that Roundtable members were motivated by "naked

greed". The opposition spokesman on industrial relations, Bill Birch, told the Thames Lions Club on 8 May that a National government would end the monopoly coverage of workers and the 1000-member minimum requirement, and would encourage direct bargaining with workers free to choose their advocates from outside unions, return to voluntary unionism, and review the need for a specialised Labour Court. Labour market reform, he said, was "probably the most important reform in front of us."

The Minister of Labour told a Wellington seminar on 11 May that the voluntary code of practice for health and safety representatives introduced 18 months earlier had been ignored by a majority of employers. A survey of 1000 factories employing 10 or more staff showed only 43 percent had established health and safety committees and in many cases the representatives had been appointed by management rather than elected by the workers. The minister said he was now considering legislation to make the code mandatory. The personnel director of Nissan told the same seminar that the new system of work teams and consultation with unions had brought increases in productivity which enabled his company to pay the highest wages in the motor industry, yet still produce cars at lower costs than its competitors.

An independent study of the first 3 years of the Trade Union Education Authority, commissioned by the authority, found that TUEA was performing an important function, was winning cautious acceptance by employers, and should continue. Before TUEA was set up in 1986, the study noted, the Employers Federation had suggested that workers would claim up to 339,000 days of paid education leave per year, but the leave taken in the year 1987/88 amounted to only 26,275 days. The Employers Federation denied that employers were now happy with TUEA: a recent survey a 12,000 Federation members had produced 1800 expressions of concern about the content and conduct of TUEA courses and the employers till regarded TUEA as "another unwarranted intrusion in the relationship between employer and employee."

The Minister of Labour told Parliament on 16 May that at the end of March there were 135 registered unions, compared with 227 in 1986. 54 unions had fewer than 1000 members and were planning to amalgamate or otherwise secure their future. The CTU put forward a plan, "Strategies for Change", to reduce the number of unions over the next 5 years by amalgamations in 14 broad economic sectors, resulting in ideally one but no more than two unions per sector. The Business Roundtable and the Employers Federation both attacked the proposal as rigid and centralist and advocated a free labour market with workplace organisations and bargaining.

The statutory minimum wage rose by 4 percent from 15 May, from \$225 a week (\$5.625 an hour), to \$235 (\$5.875).

Airline pilots shelved their demand for an industry award covering all airlines, and proposed instead two separate awards, one for Ansett, the other for Air New Zealand and its subsidiaries Mount Cook Airline and Safe Air. Ansett agreed to negotiate a company award, but Air New Zealand refused to include its subsidiaries in its award. When negotiations broke down over this issue, the pilots gave the required 14 days' notice of a 10-hour strike on 26 May, excluding Ansett. On 23 May they gave notice of a further 12-hour stoppage on 7 June. Air New Zealand failed to gain a last-minute injunction from the Labour Court, and the pilots' strike went ahead between 5 am and 3 pm on 26 May, grounding domestic and international flights.

Award talks between Air New Zealand and the cabin crew union also broke down, with the union offering to continue the old award and forgo wage increases, rather than accept the company's proposals. At the centre of the dispute were conditions for operating the Boeing 747-100 long-range jetliner due to begin service in November.

Childcare workers won a 5 percent pay increase for a 6 1/2-month term, and improvements in the wage structure of their national award.

Clerical, stores, cleaning and cafeteria staff at the Nissan car assembly plant in Wiri held a one-day strike on 18 May and imposed overtime and work bans from 23 May, when the company refused to withdraw a claim to pay youth rates to 2 school leavers employed

as mail clerks. This was part of the employers' campaign to break down the award, said a clerical workers' spokeswoman, but Nissan claimed that it would be illogical to pay inexperienced youngsters adult rates. According to the unions, however, youth rates were unknown in the car industry and young stores, cafeteria and cleaning workers received adult rates. The unions agreed to lift the bans on 29 May and to submit the question of pay rates to a mediator.

Talks on the meat workers' award, which had expired on 31 December, broke down over a union refusal to accept shiftwork in all departments, except slaughtering, in return for a \$10 a week pay rise. The unions imposed a week-long export meat load-out ban from 7 May to put pressure on the employers, and threatened to extend it despite suspensions by the companies of thousands of workers. The unions called off the ban from 14 May to allow talks to resume, and on 15 May both sides agreed to a \$10 a week rise without backdating and without any union concessions of flexible hours. Clerical workers in meat works obtained a \$10 a week increase on basic rates and a 3.5 percent rise on allowances on 19 May, but accepted extended provisions for shiftwork.

Weddel Crown, the owners of the Westfield meat works, lodged a claim with the Labour Court for more than a quarter of a million dollars damages against the Auckland Freezing Workers Union and 90 individual workers, arising out of incidents when workers walked off the job after the company called in police to investigate meat thefts. The company also sought penalties of \$8000 against the union and \$400 against each worker.

A group of Auckland hairdressers picketed inner city and North Shore salons for the first time on 1 May, in protest against employer refusal of pay increases unless the union agreed to cuts in penal payments.

The national secretary of the Service Workers Federation, Rick Barker, complained that employers refused to settle 3 major awards covering 55,000 workers in hotels, tearooms and restaurants and clerical offices, unless the union agreed to clawbacks. He spoke of "industrial blackmail", but the employers' industrial co-ordinator denied that there was any concerted campaign or conspiracy to attack national awards. Another employers' spokesman agreed, however, that it was "a nice change" to see employers call the shots in award negotiations.

Construction industry employers agreed on 3 May to sign the building labourers' award without the redundancy agreement they had insisted on. The award, which provided for a 4 percent pay rise without backdating, ended a lengthy strike by labourers in Auckland and other centres. The union claimed a total victory, but the employers said they had been motivated by the growing hardship faced by the strikers, as well as concern over the effects of the dispute on potential overseas investors.

An Auckland milkboy, Dale McKinley, who took part in the Wellington negotiations for a new milk delivery award, was dismissed after he was interviewed on television. His employer said this was just coincidence.

Members of the United Mine Workers took limited industrial action from 26 April, such as overtime bans, working-to-rule, and refusal to work on Fridays, after failure to settle their award with Coalcorp. The miners were seeking a 4.7 percent pay rise and rejected a company offer of a 4.2 percent rise dependent on clawbacks such as scrapping free transport to mines, banning of double time pay at Christmas, and increasing the cost of coal supplied to miners' homes from \$2 to \$40 a tonne. When the bans brought no response, the union decided to escalate the action by announcing strikes at the Waikato and Stockton opencast mines from 25 May. Coalcorp responded by issuing suspension notices to 100 Huntly West underground miners on 16 May. The opencast mines closed down as announced, but the union decided to submit a "marginally better" pay offer by Coalcorp to its members without making a recommendation on acceptance or rejection.

The Auckland CTU held a public meeting on 30 May to discuss the harsh health cuts imposed in the region. Among the proposals considered was a citywide protest stopwork by affected workers. The Resident Medical Officers Association took its own action by serving notice of a 24-hour strike on 13 June by 620 Auckland medical registrars and

house surgeons. The action was in protest against new cost-cutting duty rosters, which reduced shifts and doubled workloads for junior doctors.

NZFP Pulp and Paper reached a "landmark" agreement with its 14 unions on 17 May, covering its 4 mills at Kinleith, Whakatane, Mataura and Auckland for a 2 1/2-year term. It provided for a 4.5 percent pay rise in the first year and further rises linked to the consumer price index, a no-strike undertaking by the unions, and a loss of up to 630 jobs at Kinleith as part of an extensive plant modernisation programme. The number of jobs at Kinleith had already dropped from 4500 in 1986 to 1800, and was expected to dip to 1200 by mid-1991, while productivity per worker was to increase by 60 percent. Without this agreement and without modernisation, according to the company, the mill would have been forced to close down within 10 years with the loss of all jobs.

Police staff were awarded a 5 percent pay rise backdated to November 1988 by the Arbitration Commission, including 2 percent for increased computer skills, plus 2 paid hours per week to stay in shape for the police physical competency test. In talks which broke down last March the administration had offered a 2 percent rise.

The PSA lodged a claim for a \$7000 payment for Inland Revenue staff for increased stress caused by restructuring, the introduction of technology, and the government's major overhaul of the tax system. 3000 staff in the Education Department, education and school boards gained a \$2000 productivity bonus payment to compensate them for increased work caused by the restructuring of education administration. The PSA had earlier negotiated similar payments for Maori Affairs Department and Government Printing Office staff.

The Seamen's Union gave 14 days' notice of a nationwide strike from 6 June over the breakdown of its award talks.

Polytechnic teachers settled their award with a \$9.50 a week salary rise and no changes to conditions of service, salary structure or award coverage. Their Association planned amalgamation with the Teachers College Association.

The secondary teachers' 7-day round of rolling stoppages continued until 4 May. PPTA president Ruth Chapman met the Minister of Education the following day, but David Lange, while accepting the need for national standards of teacher performance and conduct, did not agree to specify these standards in the award. The PPTA, which had dropped all award claims except national standards, decided on a further round of rolling stoppages when schools resumed after the May holidays. It later suspended the proposed action to allow formal talks to resume with the State Services Commission.

Northland timber workers and other unionists picketed the Panamanian ship *Maritime Faith* in the port of Whangarei on 3 May, to protest against the export of logs to South Korea. The Timber Workers Union called off the protest after 24 hours, when NZFP Forests agreed to an independent inquiry into the Northland milling industry.

## JUNE 1989

The president of the Institute of Directors expressed concern that the government was spending money on an inquiry into "the meaningful participation of workers in decisions affecting their working lives." The Business Roundtable, in its submissions to the committee of inquiry into industrial democracy, repeated its call for a deregulated labour market. Industrial democracy, it said, should not be legislated but should be allowed to evolve out of separate workplace negotiations. The Employers Federation accused the CTU of promoting pay equity as a means of gaining a general increase in pay rates, without regard for relativities or productivity.

Informal talks between the CTU and milk vendors on a milk delivery award made some progress, but the CTU failed to convince newspaper companies and pamphlet distribution firms of the need for an award covering their delivery staff. An estimated 25,000 to 30,000 young people deliver newspapers and pamphlets throughout New Zealand, and some are paid less than \$1 an hour. The CTU, which had asked for a rate of

\$20 a week for an estimated 12 hours' work, decided to approach individual employers and to launch a publicity campaign with the help of unions in the newspaper industry.

The Airline Pilots Association annual conference voted unanimously on 1 June for a strike levy to spread the cost of industrial action. On 2 June renewed negotiations on a group award ended in failure, but a last-minute concession by Air New Zealand averted pilots' strikes called for 7 and 16 June. The company agreed to enter "meaningful" conciliation talks on a group award, including its subsidiaries Mount Cook Airline and Safe Air, as well as 2 companies it half-owns, Eagle Air and Air Nelson. The pilots forecast difficulties over conditions for operating the new Boeing 747-100 jetliners, and they renewed threats of industrial action when Air New Zealand failed to attend scheduled award talks on 30 June. The Pilots Association voted to accept as members 280 air traffic controllers, who are currently members of the PSA. The controllers, who are employed by the state-owned Airways Corporation, will have an opportunity to vote on union coverage.

When icing several times prevented the speedy opening of rear passenger doors on Mount Cook Airline's Hawker-Siddeley 748 aircraft, the cabin crew union asked for the 6 planes to be grounded until the problem was rectified. The company promised modifications "as soon as possible", but said this might take 6 months to complete. The union then threatened a 24-hour strike on 9 June, but Mount Cook Airline obtained a Labour Court injunction after promising to complete the modifications within a fortnight. The work was carried out, but there was another incident of doors icing up and the civil aviation authorities insisted that the planes fly with 2 instead of 1 cabin crew.

The 2 clerical workers employed by Nissan at youth rates gained adult rates after mediation. This raised their hourly pay from \$6 to \$8.77.

Auckland Hospital junior doctors called off their strike planned for 13 June after the Area Health Board reinstated the previous roster and agreed not to change rosters without consultation with the Resident Medical Officers Association. The association also settled its national award, including a restructuring which replaced compensatory payments with penal time and overtime payments. The Auckland District CTU decided to call all workers in the region to a stopwork, including a march and public meeting, to protest against proposed \$46 million cuts by the Area Health Board.

Private bus company and tour operator drivers voted in favour of industrial action when their award talks broke down. The main dispute was over an employer demand to be able to roster drivers over any 5 days in a week which, the union claimed, would reduce drivers' earnings and prevent them having consecutive days off. Starting on 6 June, drivers held 48-hour stoppages across the country.

The meat workers' unions reached an agreement with South Pacific Meats in Morrinsville, which for the first time provided for night killing on beef chains. "We are saying we are prepared, even if reluctantly, to allow shiftwork," explained Meat Workers Union president Roger Middlemass. The agreement averted a Labour Court hearing, which the unions had sought.

Resumed talks on the hotel workers' award before industrial mediator Janet Scott collapsed on 16 June, when union negotiators rejected a claim from Hancock and Co. to be exempted from the award. Hancock wanted to negotiate a composite agreement to cover the 4000 workers in its national hotel chain, and it gained the support of its staff who voted 2 to 1 in favour of a separate company agreement.

Coalcorp miners, who had been on strike in the Waikato and on the West Coast, returned to work on 9 June after gaining their demand for a 4.7 percent pay rise backdated to 1 April, without conceding any clawbacks. Southland miners had not joined the strike, but had followed the union's request to work to rule and on only 4 days a week.

The PSA put forward a proposal to regroup public sector workers, except teachers but including local body staff, in a new body, tentatively called NUPE - the National Union of Public Employees.

Seamen began an indefinite strike on 6 June, but excepted the Cook Strait ferry *Aratika*, so as not to inconvenience inter-island passengers. The shipping companies had withdrawn a claim for reduced leave entitlements and had offered a 4 percent pay rise, but there was disagreement over backdating and the term of the award, and over an oil company's offer of a 2.5 percent rise to tanker crews. Also at issue was a Railways Corporation bid to phase out out-of-port travel and accommodation payments to inter-island ferry crews. The strike trapped 16 ships at ports around the country, including tankers and cement carriers, and the Shipping Federation estimated the daily cost as at least half a million dollars. On 12 June seamen's meetings voted to accept a 4 percent rise for a 1-year term starting on 1 December last, but the strike continued at oil and LPG tankers and inter-island ferries. On 15 June the union reached agreement with the Railways Corporation on compensatory lump sum payments; seamen's meetings rejected the deal but a week later they approved a modified offer. The Railways Corporation still had to reach agreement with the Merchant Service Guild on compensatory payments for ferry officers.

Informal discussions on a post-primary teachers' award broke down again on 2 June, but a 24-hour negotiating session on 21 June finally reached agreement. "National standards" were included in the award, though subject to any changes imposed by legislation. The award covered manual teachers, and all staff won a \$10 a week increase up to salary \$36,180, and \$5 a week above that figure, effective from 1 August 1989. The PPTA had to make concessions on conditions, but its president Ruth Chapman expressed satisfaction at gaining "a reasonably sound award".

Watersiders struck for a day on 2 June at Napier, Wellington, Timaru and Bluff in a dispute over their right to use mobile equipment. They claimed that a Labour Court decision last December gave them the right to use all mobile port equipment, but port companies insisted that equipment they owned had to be used by their own staff, who are members of the harbour workers' union. The Association of Waterfront Employers sought a clarification from the Labour Court but, after a hearing on 9 June, the court reserved its decision. The watersiders then sought to bypass the port companies by persuading stevedoring firms to bring in equipment from other ports, such as a heavy-duty hoist, which was brought by road from Tauranga to Onehunga to unload a ship, while available port equipment lay idle. On 30 June the Labour Court in Auckland issued an injunction preventing watersiders from disrupting the unloading of a vessel with port equipment operated by harbour workers. Meanwhile negotiations on a new national waterfront award broke down when the employers insisted on separate port agreements.

Herbert Roth

### Invitation to contributors

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1. *Style*: Articles must be submitted in the *journal's* style. For guides on style, authors should consult a recent issue. Particular attention should be paid to the method of citation and the style for lists of references (including the citation of legal cases and references). Authors may also find the *Style book* (3rd Ed.) prepared by the New Zealand Government Printer useful.
2. *Sub-headings*: Sub-headings should be typed lower case, major sub-headings in Roman, minor sub-headings in italics (or underlined).
3. *Footnotes*: Footnotes should be avoided whenever possible. Essential footnotes should be indicated by superscript figures in the text and collected on a single page placed at the end of the manuscript. The first footnote should be asterisked and contain: the author's position(s), affiliation(s) and any acknowledgements.
4. *Quotations*: Quotations longer than 35 words should be indented and single spaced. Short quotations should be enclosed in double quote marks (" ") and run on in the text.
5. *Underlining*: Only material to be italicized should be underlined.
6. *Tables and diagrams*: Tables and diagrams should be attached on separate sheets at the end of the manuscript. They should be numbered consecutively in arabic numerals and their place in the text indicated clearly. (a) *Tables*—Tables should follow the style of tables in recent issues of the *journal*, *N.B.* Tables must contain horizontal ruling only. (b) *Charts and diagrams*. Authors are responsible for preparing the final copy of any charts and diagrams. These should be drawn to a professional standard with black ink on white paper. The headings, labels, etc. should also be drawn professionally or written with Letraset or a similar method and reduced to a size suitable for inclusion directly into the final text. The original plus one reduced copy must be provided and it is the responsibility of authors to ensure that the changes and diagrams are proof read *prior* to submission.
7. *References*: References should be listed in full, alphabetically at the end of the paper in the following style:  
Cordery J, Jamieson B and Stacey B (1978) Industrial relations as news *New Zealand journal of industrial relations* 3(2): 57-62.  
Turkington D (1976) *Industrial conflict* Wellington, Methuen.  
Department of Labour (1982) *Annual report* Wellington, Government Printer.  
Roth H (1974) Trade Unions. In Howells J M *et al.* (Ed) *Labour and industrial relations in New Zealand* Carlton, Pitman.  
Sulong S (1965) *Aspects of trade union government in New Zealand* MA thesis, Victoria University of Wellington.

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