



NEW ZEALAND COUNCIL OF TRADE UNIONS
Te Kauae Kaimahi

NZCTU Election Policy Statement

1. Introduction

The Council of Trade Unions supports the election of a worker-friendly government in 2008 which will deliver progressive policies in the interests of workers, their families, and communities. Our main objective is to improve the well-being of working people and their families.

The CTU acknowledges Te Tiriti o Waitangi as the founding document of Aotearoa New Zealand and formally acknowledges this through Te Runanga o Nga Kaimahi Māori o Aotearoa (Te Runanga) the Māori arm of Te Kauae Kaimahi (CTU) which represents approximately 60,000 Māori workers¹.

The CTU represents over 40 affiliated unions which have over 350,000 members in total. As such, we are a large democratic organisation with a vital interest in a wide range of policy issues.

This document is for the use of CTU affiliated unions and is not for public distribution.

It will however be presented to political parties as a basis for discussions on policy.

2. A Lot Done but Much More to Do

The CTU acknowledges that much has been done in recent years to listen to the concerns of workers. Improvements have been made to employment rights, holidays, the minimum wage, state sector pay and conditions, and in many more areas.

There have been more jobs and more support for workers through paid parental leave, cheaper visits to the doctor and family tax credits.

There has been an active policy to engage unions and workers in economic and social issues such as sector strategies. This Government listens to workers and unions and is available to meet and discuss key issues. This has included regular regional NZCTU-Government forums involving delegates from different unions and workplaces. Workers are able to have a say - directly to Ministers.

The list of achievements is a long one.

But the fact remains that we have relatively low wages embedded in our labour market, collective bargaining coverage is at only 9 percent in the private sector, and unions are not adequately resourced to support workers in the context of globalisation and economic transformation.

There is much to do to secure a decent future for workers.

¹ Further information about the work and the policy focus of Te Runanga is available.

The CTU wants the momentum for change to continue. This document sets out a basis for a change in gear to put the interests of workers and their families at the heart of policy for a future Government.

3. Key Policy Statement

The key policy position for the CTU is to support measures which are integrated and balanced around the objective of a:

- high wage
- high skill
- high trust
- quality economy that is
- sustainable
- socially just, and is supported by
- a strong state sector.

The CTU supports a balanced set of policies that combine economic, social, environmental, cultural and institutional dimensions in a sustainable way.

We also seek active engagement between the Government and unions as well as tripartite initiatives.

The CTU has set out a vision for the workplace of the future as the basis for dialogue with business, government and other stakeholders. We recognise the progress made in recent years. But more needs to be done.

In addition we need to build a more solid commitment to a shared vision of the workplace of the future.

As stated in our publication *Te Huarahi Mo Nga Kaimahi*, we think a decent workplace will:

- be highly productive, add value to quality goods and services and reward workers with high wages and excellent conditions of work.
- be a centre of lifelong learning that invests in people, lifts transferable skills which are not simply job-specific ones and constantly strives to develop the workforce.
- have workplace practices based on fairness and respect in a high trust environment that values participation, diversity and flexibility.
- have strong networks with others in the industry and the community and will recognise the value of public services and constructive social partnership with government and business.
- be healthy, safe and sustainable and its work will be engaging and rewarding, while recognising that people have lives outside of work.

- be unionised with independent and democratic unions giving workers a voice at a workplace, industry and national policy level.

4. Wages

Our policy objective is to lift real wages of New Zealand workers on a sustainable basis. Specific proposals include:

- (a) Increase the minimum wage to two-thirds of the average wage and remove the new entrant's rate and the trainee rate.
- (b) Amend the Employment Relations Act to ensure that a greater proportion of the workforce can benefit from collective bargaining.
- (c) Support (including institutional forms) for union capacity to deliver improved wages and conditions for workers.
- (d) Implement good employer and responsible contractor policies in the State sector.
- (e) Lift investment in skills and technology and improve workplace practices to boost productivity.
- (f) An ongoing programme to close the gender pay gap.

5. Social Partnership

Our policy objective is to: continue with dialogue and social partnership that leads to co-operation between unions, employers and government on a wide range of issues including building the "Workplace of the Future", while recognising different roles and policy stances; move to another stage in the development of social partnership that can lead to a negotiated framework for sustainable development; underpin social partnership with new institutions; and build closer civil society relations between the union movement and other stakeholders. Specific proposals include:

- (a) Continue with regular CTU-Government Forums.
- (b) Move to the next stage of social partnership by developing new institutional forms of support, provide greater resources for genuine worker participation, and expand the scope of engagement to include the broad sustainable development framework.
- (c) Support the Partnership Resource Centre and other partnership initiatives endorsed by CTU.
- (d) Support for wider civil society engagement that includes unions, community groups, iwi, local government as well as businesses.

6. Employment Relations and Minimum Code

Our policy objective is to ensure that there is a comprehensive legislative and regulatory programme to deliver basic fairness at work, revised minimum standards appropriate for the modern economy, and that a balance between work and life informs policy decisions in relation to the workplace.

The CTU is committed to building a strong economy and social system within which all New Zealanders benefit and are able to contribute and develop to their full potential. Progressive social and economic policies can be mutually reinforcing and many policies (e.g. workforce education and training) contribute to both social and economic development. In order to maximise opportunities for improvements in workplace productivity, skill development, high wages and social equity, systems need to be in place that ensure cross industry and cross employer approaches and commitments. In this context there is a need to improve the industrial relations systems in this country including if necessary changing the Employment Relations Act and introducing new institutions.

Specific proposals include:

- (a) Enable effective industry employment strategies to be developed including through industry standards and regulation and multi employer collective bargaining.
- (b) Recognise that unions are legitimate representatives of workers and that workers benefit from union representation and ensure that law and policy supports and recognises the representation of workers by unions regardless of where they work.
- (c) Ensure all workers, including those on low wages, have the ability to negotiate through unions, including at an industry level and in multi employer collective agreements, for improved wages and conditions, and have opportunities for development and training.
- (d) Ensure that there are mechanisms in place to significantly lift the incidence of multi employer collective bargaining and industry agreements.
- (e) Ensure that the ERA fully complies with ILO Convention 87 in respect of the right to strike, and provide for such a right when employers initiate restructuring/outsourcing during the term of a collective agreement.
- (f) Implement a suitable investigative/determinative process to ensure the establishment of industry wide collective agreements in low paid industries or any other industries where it can be shown to be beneficial to both the workers concerned and to the NZ economy.
- (g) Introduce a legal entitlement to minimum redundancy compensation.
- (h) Introduce measures to address casualisation, labour hire and those with precarious work arrangements.

- (i) Extend the schedule providing protection for vulnerable workers in a transfer situation to all workers.
- (j) Provide greater protections for contract workers.
- (k) Legalise collective bargaining by specified contractors (e.g. owner drivers and script writers) and extend minimum employment standards and employment-based disputes resolution principles and processes to these groups.
- (l) Increase the minimum wage to two-thirds of the average wage and remove the new entrant's rate.
- (m) Legislate for meal and refreshment breaks and infant feeding breaks.
- (n) Increase paid parental leave initially to 26 weeks and increase the payments to more fully compensate workers on leave.
- (o) Develop new initiatives on worker participation to ensure that worker 'voice' is encouraged and supported in modern workplaces in the context of strong, independent unions.
- (p) Policies and strategies to ensure and promote opportunities for an increasingly diverse workforce and promote the employment of older workers, disabled workers, migrant workers and other diverse workforce groups.

7. Strong public services

Our policy objective is to maintain and build the state sector so that it can continue its role in providing valuable social services, protection for our environment, support for our democratic processes and the underpinning for a modern economy. Specific proposals include:

- (a) Maintain strong public services through continued investment and by addressing areas requiring improved capability and capacity.
- (b) Oppose user pays in public services because of the burden they impose on working families and the low paid and the undermining of the relationship with citizens.
- (c) Develop a different model of employment relations in the state sector, one that promotes collective bargaining, common employment provisions across agencies, partnership and a move away from individualisation of pay and conditions. This model would both support a more cohesive state sector and provide a model of good practice for the wider economy.
- (d) Ensure that the monitoring and enforcement of the "good employer" and EEO obligations introduced in the Crown Entities Act 2004 are properly resourced.
- (e) Implement a programme to deliver public services based on decent work in decent workplaces, public value based on state sector workers working

with citizens to deliver valued public services, and high performing workplaces based on sustainable services in productive workplaces.

- (f) Recognise that strong public services are integrated and accountable to citizens through public ownership and delivery and oppose privatisation and public-private partnerships that introduce the profit motive into public services and undermine public value.
- (g) Develop and implement a partnership approach with unions on productivity in a public service context.
- (h) Implement pay and employment equity recommendations.
- (i) Review and change the State Sector Act to reflect the objective of greater cohesion across the state sector, the requirement for increased co-operation in public administration, and improved employment relations.
- (j) Support transparent agreements which entrench quality union-employer relationships in the state sector.
- (k) Continue to support the Partnership for Quality Agreement.

8. Women's Policy

Our policy objective is to ensure the full and equal participation of girls and women in all areas of society, improved economic wellbeing and opportunities for working women, the promotion of women's rights and the elimination of gender discrimination and employment inequality. Specific proposals include:

- (a) The acceleration of the Pay and Employment Equity Plan of Action to eliminate the pay and employment gender gap in the public and private sectors.
- (b) Investigating changes to the Employment Relations Act 2000 (ERA) which would require state sector employers to take action regarding practices identified as causing gender pay inequity.
- (c) The implementation of responsible contractor policies to ensure pay and employment equity in the contracted-out government funded employment.
- (d) Strengthening the employment relations legislation to enable more support for multi-employer collective agreements which are pivotal to delivering on pay and employment equity and gender equality for low-paid women workers.
- (e) An increase in the minimum wage to two-thirds of the average wage.
- (f) Increasing the length of paid parental leave (PPL) initially to 26 weeks and progressively to 56 weeks including 4 weeks designated leave for the other parent.
- (g) Paid breast-feeding breaks and facilities enabling women to continue breastfeeding on their return to work following childbirth.

- (h) Enhancing the PPL scheme to ensure eligibility for women in seasonal and casual work and increasing the payment level to meet, as a minimum, the ILO convention No 183 requirement of remuneration payments of at least two thirds of the previous amount earned.
- (i) Increasing the participation of women at all levels of society including fulfilling the commitment of 50 percent of women on all statutory boards and the promotion of women and processes to ensure women are equally represented on local body and community organisations.
- (j) Family- friendly policies to improve work life- balance of New Zealanders workers and increase the labour participation and quality of work for women in the workforce
- (k) Greater promotion and financial support to ensure recruitment of more young women, Māori, Pacific and people with disabilities into modern apprenticeships.
- (l) Extension of modern apprenticeships and increased, training and skills development into areas of traditionally women-dominated employment: care, clerical, and retail sectors.
- (m) That the right to request flexible working hours be available to all workers.

9. Economic policy

Our policy objective is to ensure that economic policy promotes a high wage, high skill, and high trust, quality economy that is sustainable and is supported by a strong state sector. That requires ongoing investment in modernising the economy. Economic policy also must ensure that policies relevant to the social wage are addressed, income disparities are lessened and that the social foundations for a modern economy are a focus for investment. Fiscal policy should reflect principles of a strong public sector, equity, and progressive tax. Monetary policy should not undermine employment and growth. Specific proposals include:

- (a) Amend the Reserve Bank Act and reword the Policy Targets Agreement by making specific reference to the impact of a high exchange rate on export performance and employment; give Monetary Policy decisions to the Board of RBNZ; introduce a more comprehensive capital gains tax by reviewing current wording in the Income Tax Act, and; remove the ability to offset expenses in rental properties.
- (b) Impose new capital adequacy requirements (including loan-to-value ratios) and ethical lending practices on banks.
- (c) Inflation adjust KiwiSaver tax credits and phase in compulsory employer contributions to all workers at 9% of gross wages.

- (d) Introduce tax policy changes including a more progressive income tax scale.
- (e) Lift the real value of benefits to a level enabling full participation in society and index them to wage movements.
- (f) Develop, implement and monitor a plan to end poverty, with a particular focus on the impacts of child poverty.
- (g) Give active consideration to measures that can reduce the cost pressures on households due to rising food and fuel prices.
- (h) Increase assistance from Special Needs Grant for food and Temporary Additional Support.
- (i) Amend Working for Families to rebalance between the value of the In Work Tax Credit and Family Tax Credits.
- (j) Increase the level of weekly earnings that a beneficiary in some paid employment can earn before it abates against their benefit.
- (k) Increase investment in infrastructure that can underpin sustainable development.
- (l) Maintain full public ownership of State Owned Enterprises, do not support Public Private Partnerships and Private Finance Initiatives and develop a strategy to buy out minority private shareholders in strategically important assets in which the Government has a majority stake.
- (m) Current government support for economic development needs to be reviewed and refocused so it is based on sustainable development principles.
- (n) Continue to support Māori economic development initiatives including Hui Taumata.
- (o) Further development of active labour market policies to support employment security and assist workers made redundant.

10. Trade

Our policy objective is to support trade promotion and fair trade policies and practice that reflect a commitment to economic development and social equity in New Zealand and internationally. Specific proposals include:

- (a) Remove education and public services from trade negotiations, including the GATS, and remove current commitments in 'education' and 'culture' in trade agreements including those made in the Uruguay round of the WTO (GATT).

- (b) Not agree to any limitations on the state's ability to govern or regulate any area of activity in the public interest.
- (c) Introduce transparency in trade negotiations including full Parliamentary scrutiny and agreement on treaties.
- (d) Strengthen the New Zealand Trade and Labour Framework.
- (e) Oppose commitments on Mode 4 in bilateral and regional free trade agreements.
- (f) Not agree to any compulsory investor state arbitration in trade agreements.
- (g) Increase resources to support the National Contact Point set up through the OECD Guidelines on MNEs.
- (h) Recognise our special relationship with our South Pacific neighbours and ensure that any PACER negotiations factor in aid and development dimensions. Support a PACER negotiation process that requires effective impact studies, public consultation, transparency and information sharing, the existence of non-negotiable issues from South Pacific countries, and the need for regional solidarity among Pacific countries.
- (i) Increase overseas aid with the aim of reaching 0.7% of Gross National Income.

11. Productivity

Our policy objective is to engage workers and unions as well as employers in processes to improve productivity on the basis of investment in people, technology, infrastructure, innovation and workplace best practice. Specific proposals include:

- (a) Continue to support union education programmes on productivity issues.
- (b) Provide funding for a stronger and more permanent institutional base for ongoing and more integrated initiatives on productivity in both the public and private sectors.

12. Environment

Our policy objective is to support a sustainable development framework and the promotion of Aotearoa New Zealand as clean, green and smart. Specific proposals include:

- (a) Support the precautionary principle in relation to genetic engineering and other environmental hazards.
- (b) Greater promotion of quadruple-bottom-line reporting.

- (c) Investment in public transport, home insulation, solar water heating and other energy efficiency initiatives.
- (d) Fund a worker education programme on energy efficiency.
- (e) Work with social partners, tertiary education organisations and other stakeholders to develop skills for sustainability and 'green jobs'.
- (f) Provide assistance to low income workers and beneficiaries who are disadvantaged by climate change policies that lead to higher fuel, food and electricity prices.
- (g) Support a 'just transition' approach to climate change in respect of firms and workers affected by emissions trading.

13. Industry Partnerships

Our policy objective is that unions should be a fundamental part of economic development at an industry-wide level. Employers need to accept the legitimacy of unions operating at this level and government agencies need to be actively promoting a tripartite approach to the development of a high value, high skill, and high wage economy. Specific proposals include:

- (a) Establish industry meetings in all major sectors to scope new and sustainable industry partnerships.
- (b) Continue to support the Manufacturing Advisory Group and provide further support to ensure a strong future for the manufacturing sector.
- (c) Review the Textiles, Clothing, Footwear and Carpets Strategy and support industry development and modernisation in these sectors and provide transitional support for workers in the Textiles, Clothing, Footwear and Carpets industry impacted by the NZ-China Free Trade Agreement and other agreements.
- (d) Continue to provide support for industry groups such as the Tripartite Meat Industry Group, the Sea Change and the Maritime Transport Sector Reference Group, and the Horticulture & Viticulture Seasonal Labour Strategy.
- (e) Such initiatives should ensure there is an industry-wide, integrated and high-road approach to workforce development rather than a strong focus on immigration above other issues such as training, productivity and workforce development.
- (f) Ministry of Social Development Industry Partnerships should promote decent work in all their engagements, build transferrable skills and not subsidise training that employers should be providing, integrate and ensure the consistency of industry partnerships and broader industry strategies, recognise the role of unions, encourage employers to recognise the

growing diversity of MSD clients and, by extension, the whole workforce, and build career pathways.

14. Immigration

Our policy objective is that immigration issues should be dealt with in the context of broader economic development and specific industry development processes so that migration policy and implementation does not conflict with wider goals of developing a high value, high skill high wage economy. Treatment of migrant workers should also reflect a rights-based approach to migrant labour as established under the relevant international instruments. Specific proposals include:

- (a) The Immigration Act should require good employer standards to be a core and universally-applied principle for all immigration policies. All employers of migrant workers should always have to meet those good employer standards which should be developed and agreed between workers and employers. Employers who are found to have breached good employer standards should be barred from employing any migrant labour for three years.
- (b) Good employers should be required to demonstrate evidence of training, with particular emphasis on training of the existing workforce, to develop the skills they are seeking to recruit overseas.
- (c) Employers seeking migrant workers should be required to engage with ITOs and ITOs should be specifically tasked to consider and address how to develop those skills domestically.
- (d) Immigration policy should be cross referenced with the development of security in change and active labour market policy to ensure opportunities for migrant workers are not at the expense of New Zealanders. Immigration policy should also be cross referenced with skill development as part of the New Zealand Skill Strategy.
- (e) Consultation with unions should be required for all employer-led labour migration applications in a workplace with union members.
- (f) There should be greater targeted enforcement around the conditions under which migrant workers are employed, funding to provide customised education and information to migrant workers about their employment rights and recognition that use of so-called “market rates” in assessing immigration applications for lower-skill occupations depresses wages and that wage levels for these positions should be set above the minimum wage.
- (g) New Zealand should ratify ILO Convention 143 - Migrant Workers (Supplementary Provisions) Convention and the UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

- (h) The Recognised Seasonal Employer scheme needs to be monitored to ensure that it is a best practice model of temporary migration for the Pacific and has a strong development focus.

15. Occupational Safety and Health and ACC

Our policy objective is for better health and safety protection for workers, ensuring workers have access to information about workplace health and safety in a format and, where required, a language that they understand, and effective enforcement including a recognition that it is an employer obligation as part of the employment process. Specific proposals include:

- (a) The retention of ACC as a public agency providing the full range of accident prevention, treatment, rehabilitation and compensation services.
- (b) Working time regulations to ensure that workers get adequate rest breaks within the working day and also between shifts to tackle the increasing hazard of fatigue in the workplace.
- (c) Ongoing funding for health and safety representative training and an assurance that the worker will not have to pay for this training.
- (d) A plan to promote skills for workers (not limited to health and safety representatives) with regards to processes and the skills they may need in order to carry out their job safely.
- (e) The development and effective resourcing of the elected worker health and safety representative system with trained representatives having effective rights and roles in the development of best practice codes at industry level.
- (f) The development of safe systems of work within the workplace focussing on all hazards, including psychosocial hazards and work organisation.
- (g) The development of a world class occupational health surveillance system for the protection of workers exposed to substances (physical and chemical) which are hazardous to health.
- (h) The development of guidelines on maximum exposure limits to substances which are hazardous to health and the regulation of their use within the workplace, including monitoring and enforcement.
- (i) Health and safety in employment regulations for pregnant employees which place an obligation on employers to carry out a new specific risk assessment for the pregnant or nursing mother, taking into account exposures to substances, the work environment (heat, cold etc) and work conditions (e.g. long periods of standing or heavy lifting).

16. Industry Training

Our policy objective is to support lifelong learning that can underpin qualifications, employability and higher wages. Specific proposals include:

- (a) Increase participation in quality industry training with particular attention to increasing enrolments, completion rates and the range of industries where training is being undertaken by women, Maori, Pacific peoples and those from lower socio-economic groups.
- (b) Increase funding for language, literacy and numeracy workplace initiatives.
- (c) Expand Modern Apprenticeships into non-traditional areas, promote coverage for under-represented groups, and promote cadet training schemes.
- (d) Promote further Trans-Tasman cooperation on standardisation of industry training.
- (e) Establish the proposed National Council for Vocational Education Research, to inform and support industry training.
- (f) Recognise the role of unions and workers as social partners in learning for work, including ITO involvement of workers/learners and employers in strategic industry planning.
- (g) Increase the numbers and levels of support for union representation on ITOs and develop a mechanism for effective union representation on ITO-based organisations.
- (h) Continue support for the CTU “learning representatives” Project.
- (i) Continue support for Skill NZ and the unified skills strategy.
- (j) Investigate those sectors where there is no current Industry Training Organisation so that recommendations can be made to ensure coverage applies.

17. Health

Our policy objective is universal, publicly funded, high quality and accessible health care and disability services. Specific proposals include:

- (a) That cost barriers to accessing primary health care are reduced and the significant efforts to date to reduce user charges in primary care are continued.
- (b) No further privatisation and contracting out of DHB-provided services and that there are moves to re-establish direct provision of privatised and contracted-out services previously provided by DHBs.

- (c) That a national hospital strategy, complementary with existing health strategies, be developed which will focus on more efficiency and effectiveness of health services, greater cohesion and improved co-ordination between hospital and other health services.
- (d) That collective bargaining is promoted throughout the health and disability sector as an essential part of developing and maintaining safer, higher quality and more accountable health and disability support services.
- (e) Ensure safe staffing in all health sector environments including the recommendations of the Safe Staffing/Healthy Workplaces Unit. Update and make mandatory minimum safe staffing levels in the aged-care and dementia-care for consumers.
- (f) That collaborative approaches in DHBs through bipartite structures are resourced and are an essential means of providing health workforce engagement and collaboration in the delivery of health services and promoting systems of open communication, innovation and sharing of experiences and good quality information.
- (g) That there are stronger measures to develop a sustainable health workforce which builds on work already undertaken and the current work being done in the health sector relationship agreement (HSRA) and with other union /DHB initiatives. The emphasis will be on improved recruitment and retention, safe staffing and healthy work environments, our reliance on overseas health professional and the growing international skill shortages of health workers and professionals.
- (h) That strong community consultation and consumer engagement remains at the heart of our health and disability services.

18. Education

Our policy objective is universal access to life-long learning through the provision of free, well-resourced, universal and quality education from early childhood to tertiary level. Specific proposals include:

- (a) Continuation and extension of the 20 hours of free early childhood education (ECE) with stronger support for public providers of ECE.
- (b) A moratorium on funding for new commercial ECE centres. Alongside this the establishment of a national network of public ECE centres and more qualified ECE teachers to ensure every child has access to quality early childhood education.
- (c) That there are meaningful increases in the schools operations grant to enable targeted funding of school support staff wages to ensure fair wages, security for, and retention of school support staff.
- (d) That there are comprehensive and detailed plans established throughout the primary and post-primary education sectors to decrease class sizes/

pupil: teacher ratios and how to resource pupil: teacher ratios agreed in collective agreements and through collective processes.

- (e) Those non-contact teacher hours for part-time teachers be resourced and implemented as a matter of urgency.
- (f) That quality support systems are implemented for new teachers to ensure that they are retained in the education workforce.
- (g) That resources are identified for the School Plus education plan which enable teachers to be able to deliver on the goals of the plan.
- (h) A universal student allowance for tertiary education students and increases to the student allowance that are commensurate with cost of living increases.
- (i) Increased support and funding for research in the tertiary education sector and sufficient funding in the tertiary education sector to ensure a long term and planned approach in the delivery of all tertiary education.
- (j) A moratorium on PTE funding.

19. Housing

Our policy objective is to support housing policy initiatives which recognise that the health and well-being of workers and their families depends on access to quality affordable housing. Specific proposals include:

- (a) Provide direct assistance on housing affordability through shared equity, and improved KiwiSaver entitlements for first home buyers.
- (b) Address supply issues through more state housing, regulations against land-banking, affordable housing zones, incentives for brownfield development, integrated development of housing and transport, and improvements in the supply of skilled labour.
- (c) Expand the mortgage insurance scheme.
- (d) Continue the programme to increase state housing stock and maintenance.
- (e) Introduce more community and healthy third sector housing initiatives.
- (f) Significantly expand the healthy housing programme.
- (g) Ensure quality labour standards, employment conditions and training within the building and construction industry – which is not possible if the industry continues to rely on deunionised labour-hire workers.

20. Transport

Our policy objective is to support an integrated modern national transport infrastructure where there is a key role for public ownership and control. Specific proposals include:

- (a) Implement the Sea Change strategy.
- (b) Amend s198 of the Maritime Transport Act to ensure that domestic coastal shipping is not disadvantaged in relation to foreign ships.
- (c) Complete the investment in rail including electrification and the development and expansion of urban rail.
- (d) Require local government to consider good employer principles when evaluating tenders for delivery of public transport services.
- (e) Tenders for public transport services to be considered net of labour costs with provision for local government, employer and union participation in the setting of wages and conditions and funding agreements determined accordingly.
- (f) Develop an industry-wide approach to driver training that allows drivers to acquire experience in the relative vehicle sizes and move up through the licence classes.
- (g) Amend work time and log book roles to reduce the maximum period that drivers can drive without a rest break from five and a half to five hours.

21. Arts and Culture

Our policy objective is to ensure recognition that the arts, culture and media industries make important contributions to the intellectual, emotional and spiritual health of our society; that a culturally democratic society is essential to ensure that all people in this country are able to express their creative potential in their work, education and leisure; and to acknowledge and support the critical role that Maori media play in transmitting cultural norms and values and in revitalising Te Reo Maori. Specific proposals include:

- (a) Funding to ensure sustainable workforce development and quality labour standards within New Zealand's creative industries.
- (b) Minimum code provisions within the industry, including legislated minimum pay and conditions for independent contractors. These independent contractors should also have access to the provisions of the ERA, including dispute resolution processes and the ability to bargain collectively.
- (c) Payment of residuals to be reintroduced in the New Zealand creative industries.
- (d) Recognise the value of art and artistic endeavours in the policies and practices of government, employers and contractors within the industry, including in industry minimum agreements and legislated minimum codes.

- (e) Creative New Zealand funding to support programmes that bring creative activity into the workplace and the lives of workers and their families.
- (f) Increase funding to Creative NZ and NZ on Air in order to build sustainable creative industries, particularly through higher levels of financial support for administration and infrastructure.
- (g) Ensure organised labour is represented on boards of cultural governance.
- (h) Maintain cultural independence by excluding Arts and Culture from any free trade agreements.
- (i) Support local content in all mediums (TV, Film, Radio, Digital, etc).