

W. WILSON
(NZ Timber Workers Union)
P. JOSEPH
(Bay of Plenty Trades Council, Rotorua Clerical Union)
CARRIED

13. Race Relations

"That this Hui a Nga Kaimahi O Aotearoa call for the immediate resignation of Mr Hirsh and ask that Mr Palmer begin consultation with the Tangata Whenua to set the Kaupapa for the selection of the Race Relations Conciliator".

ERU POTAKA-DEWES
BOB JACKSON
CARRIED

14. Employment and conditions

"I move that the National Executives when negotiating wage rounds with our employers, spend an equal amount of time negotiating more and better conditions for our Maori people for the protection of our Maturanga and our Reo Maori for which there is no price except our dignity"

MICHAEL RAIMONA
(NZ Timber Workers Union)
CARRIED

"That when negotiating conditions of employment for Maori workers, the FOL and CSU have special regard to those workers who desire to live on their Turangawaewae and that special transport provisions should be negotiated with the employers".

LAD KIH
(PSA Hamilton)
TAOTAH PIHEMA
(Delegate Auckland PSA)
CARRIED

"That this Hui ask the FOL to help encourage employers in the Private Sector and Government Departments where the majority of clients are Maori and other Polynesians to employ Maori staff".

JOHN ANTONIO
(PSA Member, registered as a delegate at this Hui)
CARRIED

"In those regions and areas of difficult employment opportunities, the Trade Union movement (through Trades Council) and the Local Community government examine enterprises best suited for the area, and then to ask the Government and Local Bodies to invest in such enterprises as a business venture. That unemployment in the area be encouraged to work in, and administer such an enterprise with Government and Local Government overseeing such an enterprise to help its establishment".

WELLINGTON DRIVERS UNION
Recommendation from Committee is to reject.
COMMITTEE RECOMMENDATION UPHELD

15. Homosexual Law Reform Bill – Maori electoral roll

"That this conference support the passage of the Homosexual Law Reform Bill unamended.

"That this conference recognises that the Homosexual Law Reform Bill is a human rights measure designed to outlaw discrimination and make homosexuals and heterosexuals equal in the

eyes of the law, and for these reasons supports its passage through Parliament, unamended".

HETA TIMU
CARRIED

"That Unions in the work force enrol and encourage Maoris to be on the Maori Electoral Roll".

PRINTERS UNION
CARRIED

Final statement of Te Hui A Nga Kaimahi O Aotearoa

IN the past the voice of Maoris has not been heard in the house of the Trade Unions. This hui has allowed us to speak on the concerns we have as Maoris, and as workers. We have been able to subject the Trade Union Movement to scrutiny that would not have been possible at any other forum. We have been able to discuss the way the Trade Union Movement has responded to the fact that Maoris make up a large proportion of Union Membership.

The record of the Trade Union Movement on Maori issues is appalling. Because of that there was discussion on the changes which should be made to Trade Union Organisation.

We have been able to speak freely because that is being Maori. Everyone has been given the opportunity to express themselves without reservation. The anger and hurt has been clear; the voices of discontent with union organisation have been strong.

The issues of concern can be summarised under 3 headings:—

- (a) The rights of us as Maoris, the Tangata Whenua, the indigenous people of this land.
- (b) The rights that we have been denied as Maori workers.
- (c) The fact that awards have never recognised the cultural needs and responsibilities that we have.

As Tangata Whenua the Trade Union Movement has never supported the legitimate call of Maoris for MANA MAORI MOTUHAKE – Maori self determination whenua (land) reo (language), moana (fisheries), cultural integrity and our other taonga (treasures). Nor has it helped us to gain positive expression to the Treaty of Waitangi which as Pakehas they have a clear responsibility to do.

As Maori workers we have not been represented in trade union decision making structures to any significant degree. In any case, such involvement

generally necessitated conflicts with and compromises with our Maoriness.

It was considered that imposed structures from abroad are one of the causes of alienation of trade unions from Maoris. There was widespread agreement that immediate structural changes must occur to meet Maori aspirations on our terms.

This commitment means that unions provide a financial base and structure for increasing self determination within the Trade Union Movement.

There has never been any consultation with Maori workers on how awards can meet Maori needs. As they stand they only meet Pakeha needs. They meet only a narrow area of Maori needs in wages and conditions. Although important, they do not provide for the responsibilities and rights which we have as Maoris.

The Trade Union Movement must make a priority of leave for Tangi based on a whanau concept. Other matters such as the right to learn te reo, to attend relevant hui and to protect Maori land must be provided for.

Our Maoriness must be reflected in the workplace and must be considered equal to the job itself. It must not be the cause of victimisation and dismissal.

The remits which have been passed reflect the views which are summarised in this report. In adopting this statement we are issuing a clear challenge to the Trade Union Movement. They must meet the challenge of this hui.

In twelve months we shall meet again to set our future direction.

We have been strengthened as Maori people by coming together as sisters and brothers at this hui with common take. We have created a network of aroha and support for one another which will unify us as Maori people now and in the future.

Ka whawhai tonu matou.
Ake ake ake.

Maori Unions