



**MINUTES OF COMMITTEE MEETING FOR
RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)
Monday/Rāhina 11th October 2021, 7:00PM.**

VENUE: Online via Zoom

Attending: Chloe Ann-King, Alicia Lloyd-Jones, Toby Cooper, Bhupendra Bhattarai, Anna Krykunivsky, Anne-Lise Mornard Stott, D Saunders.

Meeting commenced at 7:07PM.

1. Welcome

2. Apologies: None.

3. Leader’s Update

Chloe reported back to the Committee following an online meeting with Minister for Workplace Relations and Safety Hon Michael Wood MP, which was held on 5 October 2021. The focus of the meeting was wage theft in the hospitality sector. A briefing paper on the topic and overview of the industry, led by Chloe, was met with a warm reception by the Minister. After the meeting with the Minister, Chloe held a phone call with senior officials from the Labour Inspectorate to continue to discuss the issues and a plan was made for a further meeting once Auckland shifts to Alert Level 2.

Chloe explained that it continued to be difficult to promote the inclusion of the perspective of hospitality workers in news media generally, but also in articles about the impact of COVID-19 and restrictions on businesses. Chloe detailed that employers were regularly platformed and promoted, at the expense of the perspective of hospitality workers.

Chloe provided an update on the advocacy work being undertaken. Volunteers were raising personal grievances for hospitality workers and continuing to answer queries to the help centre. Chloe noted that, to date, it appeared that there had been proportionally fewer redundancies during the August 2021 lockdown in comparison to past lockdowns.

4. Treasurer’s Update

Toby reiterated that as RBHU is not formally established, there are still no funds. There was a brief discussion on the need to obtain the necessary signatures from Union Members. Bhupendra and Toby then led a discussion about selecting a bank to open a



bank account with. Bhupendra suggested Westpac Bank, Anna suggested ANZ and Kiwibank. Toby also suggested that our Members might want us to align with a bank which supports ethical and responsible investing. Bhupendra confirmed that he would follow this up these banks and decide which one to use.

Bhupendra raised the need for a physical address to be linked up with the bank account. Toby indicated that he was willing to use his family address, as his family has remained at the residence for a long time and had no intention of moving. Toby also signalled that we should inquire into whether RBHU would qualify for tax exemption status. Bhupendra indicated that he would be happy to follow up with IRD on this point. Toby explained that tax issues were fairly urgent to prioritise, as there would be immediate core expenses for RBHU to meet.

Chloe then raised the need to obtain a union management system, which could also include administration casefiles for each Member of the Union, as our membership builds. A number of possible systems were discussed, including those provided by NationBuilder and BetterImpact. Toby agreed that he would follow up with contacts at Aotearoa Legal Workers' Union and Jax at First Union in order to find out which systems they used, and whether they would recommend those systems for RBHU. Chloe said she would also talk to her contacts in other unions.

5. Update on Incorporation and Registration as a Union

Toby explained that the necessary signatures for the incorporation application were not yet obtained. Toby discussed that this delay was due to the difficulties of obtaining signatures virtually and ensuring that these are correctly witnessed. Toby said that he would continue to follow this up.

Toby signalled that key dates would be provided to the Committee in relation to our annual obligations as an incorporated society.

Toby provided details on the requirement to have a common seal. Anna suggested that we could use the “knife and fork” logo design of RBHU. Chloe said that she could use her artistic skills to finalise the design of the common seal.

On the topic of opening a bank account, Chloe mentioned that there was interest from the wider community in donating to RBHU, and that a bank account would enable this. Bhupendra signalled that we would need multiple people to approve the opening of a bank account. Toby and Bhupendra agreed that we should have three signatories on the account: Leader, Treasurer, and Secretary. Bhupendra said that we might also be required



to provide our Meeting Minutes to a bank in order to verify that there is a proper basis for establishing a bank account and appointing Committee Members as signatories.

Motion: *Following incorporation, the Committee will take all steps necessary to open a bank account for Raise the Bar Hospitality Union Incorporated.*

Moved: Toby Cooper

Second: Anna Krykunivsky

All in favour: 7

All opposed: 0

Motion Passed

Motion: *Following incorporation, the Committee will take all steps necessary to adopt a common seal for Raise the Bar Hospitality Union Incorporated.*

Moved: Toby Cooper

Second: Anna Krykunivsky

All in favour: 7

All opposed: 0

Motion Passed

6. Consultation with Members on urgent COVID-19 matters

Toby informed the Committee about the consultation process undertaken over the past week to consult with Members on COVID-19 issues, primarily whether the Government should require the use of COVID-19 vaccination certificates for the public to access hospitality venues and whether the Government should require hospitality workers to be vaccinated against COVID-19. After the announcement last Wednesday (6 October 2021) from the Minister for COVID-19 Response that consultation was presently occurring with the hospitality industry on these issues, Toby considered that RBHU needed to urgently consult with Members and urgently provide feedback to the Government if we wanted our Members' views to be considered.

Toby expressed disappointment that more Members did not show up to the consultation session which took place online via Zoom on Friday 8 October 2021, noting that attendance was essentially limited to Committee Members. Toby explained that Chloe and Toby were able to prepare a submission document summarising Members' views and presenting recommendations for the Government to consider. Earlier on 11 October 2021, this document was sent to the Offices of the Minister for COVID-19 Response (Hon Chris Hipkins MP), the Minister for Workplace Relations and Safety (Hon Michael Wood MP), and the MP with the Workplace Relations and Safety portfolio from the Green Party of Aotearoa New Zealand (Hon Jan Logie MP).



Reflecting on the consultation session, Toby noted that attendees engaged in an in-depth discussion of tricky issues and hoped that the document would represent the views of hospitality workers. Toby explained that we would ideally engage in broader consultation of our Members of similar issues in the future, but that an urgent approach was required in this instance as the Committee anticipated decisions from the Government early this week on vaccination mandates for certain sectors. Anna suggested a social media campaign to involve more Members in Union activities once we are incorporated and increase awareness of RBHU.

Toby asked the Committee whether they thought that an appropriate approach was taken here, noting the limited opportunity for consultation. Anna acknowledged the time pressure and noted that we were still able to raise a range of concerns in the consultation session and include these in the submission document.

Toby referred to a small number of messages sent to the RBHU Facebook Page which expressed “anti-vax” views. He explained that these views were still taken into account in the submission document by acknowledging that there was not a universal consensus view of whether the Government should mandate vaccination for hospitality workers.

Toby indicated that we could in the future provide a briefing paper to Government on Members’ views on the COVID-19 response generally, including whether they felt safe at work and considered that rules around mask-wearing and testing were positive. Chloe expressed that making enforcement mechanisms accessible should be a priority. Toby suggested that we could use this as a springboard to discuss health and safety concerns more generally with the Government and the news media.

7. Delegation of Responsibilities

Chloe and Toby outlined in detail the various responsibilities involved with running RBHU, including employment law advocacy, media and communications, income support advocacy, administration (including fundraising), and Member engagement. Chloe sought expressions of interest from Committee Members as to which aspects of RBHU operations they were keen to work in.

Anna and D Saunders both indicated that they were interested in training to provide employment law advocacy services. Toby expressed that it would also be valuable to train up all Committee Members to be able to function as a support person for hospitality workers affected by employment law processes, especially as Committee Members were based in different regions throughout Aotearoa. Chloe emphasised that the RBHU



approach to employment law advocacy to date had been rooted in a conciliatory, restorative, resolution-based, and educational approach.

D Saunders added that she was available to help with administration. Anne-Lise expressed an interest in training in income support advocacy.

Toby signalled that once funding comes in, the Committee might like to review the volunteer advocate roles and consider whether it could be worthwhile establishing employee positions at RBHU as part of a personnel review in the future. Chloe explained that Committee Members volunteering for RBHU would be compensated for expenses incurred through their volunteer work. Toby also reminded the Committee that RBHU will need to carry out a Constitution Review.

The discussion shifted to Member awareness and engagement. Anne-Lise brought up the value of social events (coffee catch-ups, competitions) as fun opportunities for Members to come together. Anna suggested a “Hospo Olympics” event. Bhupendra said that we should use our social media to promote the benefits of membership. Alicia suggested that we could approach the admins for the “Auckland Hospitality Jobs” Facebook Page (which has approximately 30,000 likes) to promote RBHU.

8. General Business

No general business was raised by Members.

9. Adjournment

Meeting adjourned at 8:48PM.



NEXT STEPS

Goal	Next Steps	Suggested time frame for Next Steps
Establish a bank account.	Bhupendra to follow up with banks and select a bank to use.	By November meeting.
Pursue fundraising applications.	Chloe to continue looking into options and present these to the Committee.	By December meeting.
Manage financial obligations.	Bhupendra to look into tax obligations of unions.	By December meeting.
Obtain a union management system.	Chloe and Toby to talk to union contacts about the options.	By November meeting.
Obtain signatures for application to incorporate.	Toby to obtain the necessary signatures.	By November meeting.
Obtain a common seal.	Toby to confirm requirements so that we can design this.	By December meeting.
Comply with rules for incorporated societies.	Toby to confirm key dates for our obligations as an incorporated society.	By November meeting.
Run employment law advocacy training.	Toby to schedule a date at November's Committee Meeting.	By November meeting.
Run income support training.	Chloe and Anne-Lise to meet to discuss.	By February meeting.
Hold strategy hui.	Toby to schedule a date at November's Committee Meeting.	By November meeting.
Undertake Constitution Review.	Toby and D Saunders to start preparing work for this.	By February meeting.
Undertake Personnel Review.	Toby and D Saunders to start preparing work for this.	By February meeting.
Increase Member engagement and awareness.	Alicia to consider opportunities for Member engagement in 2021.	By November meeting.