



**MINUTES OF COMMITTEE MEETING FOR  
RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)  
Monday/Rāhina 6th December 2021, 7:00PM.**

**VENUE:** Online via Zoom

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

**Absent:** None.

Meeting commenced at 7:14PM.

1. **Welcome**
2. **Apologies:** None.
3. **Review of Previous Minutes and Next Steps**

<b>Goal</b>	<b>Next Steps</b>	<b>Status</b>
Establish a bank account.	Toby and Bhupendra to contact ANZ and provide necessary documents to open an account.	Steps ongoing.

- Toby updated the Committee, informing that he and Bhupendra had been in contact with ANZ and had started that process. ANZ has sent through quite a few forms to complete, and Bhupendra and Toby have been submitting the necessary information (proof of address, proof of identity, key RBHU documents). Toby informed the Committee that RBHU is now waiting a reply from ANZ as to whether the bank requires the RBHU common seal on the application forms before it will open an account, or whether a common seal can be provided later. The Committee then discussed how to obtain a common seal.

<b>Goal</b>	<b>Next Steps</b>	<b>Status</b>
Obtain a union membership platform.	Toby to obtain pricing details for Stratum. Chloe to check with Sarah Burgess to see if she recommends any union membership platforms.	Steps completed.

- Toby outlined the details of a conversation he held with people who work for Stratum earlier on 6 December 2021. In the conversation, Toby explained the RBHU situation in terms of union membership size and fees. The Stratum providers explained that Stratum is very high level and only recommended where a union has



thousands of members. The Stratum providers referred us to Cibicrm a “no-frills” platform which syncs up well with Stratum, recommending that RBHU starts on this lower-cost platform. The Stratum providers explained that the only costs would be the staffing costs associated with setting the platform up for RBHU; the platform itself is free to use. Once RBHU has funds, it could switch from the “no-frills” platform to Stratum. Chloe explained that she has had ongoing talks with Sarah Burgess about RBHU, but not on this issue in particular.

- Toby raised this recommendation with the Committee, indicating that next steps to obtain an estimate of costs would be pursued once RBHU was in a position where funding has been received. No objections were raised.

Goal	Next Steps	Status
Obtain status as an incorporated society and union.	Toby to liaise with the Companies Office to complete this process.	Steps ongoing.

- Toby updated the Committee on the application to register as a union, explaining that delays arose due to the COVID-19 lockdown in Auckland, as this made it more difficult to get the requisite statutory declaration witnessed by a Justice of the Peace. The statutory declaration form needed to be printed and couriered from Chloe to Toby before a remote meeting with a Justice of the Peace could be completed. Toby informed the Committee that the application has now been sent off via post and that RBHU is now waiting for confirmation from the Companies Office.

Goal	Next Steps	Status
Hold strategy hui.	Committee to hold strategy hui on 8 November 2021 unless rescheduled to another date.	Goal completed.

- Toby confirmed that the strategy hui is being held as part of this December 2021 Committee Meeting.

Goal	Next Steps	Status
Run an RBHU Quiz event.	Anna and Bhupendra to look into availability of potential quiz hosts and willingness to work on a koha basis. Chloe to follow up her contacts and arrange sponsored prizes. Toby and Alicia to prepare and promote this event.	Goal postponed to 2022.



- Toby explained that the Quiz Night has not happened yet, due to Committee Members being busy on other matters. Anna explained that her suggested quiz host would not be available as they never responded to her inquiries. Anna indicated that she was happy to contribute questions. Toby suggested that Committee Members themselves could host the Quiz Night as a way to introduce ourselves to Members. Toby then proposed that this event would likely occur in early 2022 if Committee Members were still interested in organising a Quiz Night. Toby signalled that Chloe had taken steps to arrange prizes for a Quiz Night and indicated that the Committee should touch base on this goal at the next Committee Meeting.

Goal	Next Steps	Status
Increase engagement, awareness, and membership.	Each Member to provide to Chloe a bio consisting of a photo and short introductory post. Chloe to post introduction bio's on our website and social media.	Steps ongoing.

- Toby reminded the Committee Members about each providing a “bio” about themselves.

The Committee reviewed the draft minutes of the previous Committee Meeting.

**Motion:** *The Committee approves the Minutes of the previous Committee Meeting.*

**Moved:** *Toby Cooper*

**Second:** *Chloe Ann-King*

**All in favour:** Chloe Ann-King, Alicia Lloyd-Jones, Toby Cooper, Bhupendra Bhattarai, Anna Krykunivsky, D Saunders, Anne-Lise Mornard Stott

**All opposed:** 0

**Motion Passed**

#### 4. Leader's Update

Chloe updated the Committee on the advocacy work for RBHU.

In November 2021, RBHU settled four employment disputes, either through mediation run by the Ministry of Business, Innovation and Employment or through negotiation. Chloe explained that settlements were reached on a confidential and without prejudice basis. Toby explained that identifying details cannot be included in the RBHU Committee minutes. Toby posed the question to the Committee as to what information it would like to know about the cases, which can be provided except where this would breach rights to privacy or where there is a conflict of interest. Toby signalled that he would follow up with the Office of the Privacy Commissioner on the details which should be withheld or provided



to the RBHU Committee in terms of individual employees, but that there was an important need to identify employers to the RBHU Committee, as Committee Members needed to know which employers RBHU was in dispute with at any given time. No objections were raised by Committee Members as to this approach. Chloe then provided to the RBHU Committee the names of the employers which RBHU had reached settlements with in November 2021.

Chloe updated the Committee about the Employment Clinic held on 29 November 2021. Two hospitality workers attended and had great discussions about their rights. Chloe informed the Committee that these Employment Clinics were now being held bi-weekly instead of monthly. RBHU also supported two workers in meeting with their employers.

Chloe then provided an update on the media work for RBHU. RBHU gave a radio interview on 4 December 2021 on the “sausage roll” debate. Charlotte Muru-Lanning at The Spinoff wrote an article about the anxiety of hospitality workers, interviewing an RBHU Member for the article.

Through November 2021, RBHU gained another 20 Members without any real membership drive or push, which is a good result.

November 2021 was a slow month for the RBHU Help Centre. RBHU triaged seven cases over FaceBook Messenger, answered six email inquiries and answered five phone calls. Chloe noted that some workers are so busy over the November-December period due to being overworked.

Toby emphasised the importance of RBHU reporting back on this activity to the Committee so that the Committee can give feedback and suggest areas for future focus. Toby updated the Committee on the current RBHU Legal Team: Chloe, Toby, employment advocate Vanessa Goodman, and employment advocate Peter Moore. Chloe emphatically expressed that Vanessa and Peter are both energetic and incredible people who have given up their time to RBHU.

Toby noted that the media side of RBHU is led by Chloe, although she has been touching base with the Committee on this work over the past few weeks. Toby encouraged the Committee to ask questions as necessary to understand RBHU activity.

Chloe briefly spoke about Linda Tirado, a prominent political activist and author based in the USA. Chloe recently caught up with Linda. She said that RBHU is getting credibility internationally in the trade union movement, because RBHU has managed to get over the line and establish itself.



Finally, Chloe encouraged the Committee to give feedback and raise questions about the work at RBHU.

Toby then initiated a discussion about the management of RBHU media work.

- Toby referred to a situation which arose in November 2021 in relation to news pieces involving a sign outside the Black Pearl Café.
- Both Toby and Chloe noted how extraordinary the situation was, as RBHU had lost hold of the narrative. Toby emphasised that the direction of the Legal Team and Media Team should be set by the Committee, giving the Committee Members an opportunity to provide direction, set guidelines, ask questions, and seek information. Anne-Lise explained that she got in touch with Chloe shortly after one of the news pieces was posted on RBHU social media, expressing that there was emotional language used in the comments towards repliers and she was not sure whether this was serving the purpose we wanted it to serve and giving RBHU the kind of credibility we want to have.
- Anne-Lise offered to help with content moderation. Anne-Lise suggested that RBHU should take time to investigate stories more or take a step back before jumping to conclusions, where we should have consulted with Black Pearl Café staff or used the issue to reflect on sexism in the hospitality industry rather than pointing the finger at the specific business. Anne-Lise suggested a review process before media is posted so that we agree on the direction.
- Toby reiterated the extraordinary nature of this situation, as we rarely express a point and then find that we take an oppositional stance to the workers, expressing that this was not where we want RBHU to be. He shared the view that where we are not connected on the ground to the workers, it can be more useful to use this story to launch a more general discussion.
- Chloe explained that a person had sent her a picture of the sign, Chloe spoke to several other hospitality workers in Palmerston North about the venue's horrible reputation, then Chloe tweeted the picture with a comment ("sexism is alive and well in the hospo industry") and it went viral. Chloe appreciated the feedback from Anne-Lise and has since spoken to the Stuff journalist about their reporting on this story. Chloe took personal responsibility and encouraged the introduction of some rules around our media work.
- Anna suggested that RBHU should think carefully about our media work, avoiding nitpicking without solutions, using professional language, keeping to facts and keeping content succinct.
- Anna suggested that we have a balance of positive content and use sarcasm. Chloe supported this suggestion, noting the benefit of values-based messaging and the use of humour.
- Toby encouraged the Committee to think about the purposes of RBHU media. Toby posed the question as to whether RBHU media should be an informative tool, a



political tool, or a social tool. Anna expressed that we should have more posts on the goals for RBHU and basic information on dispute resolution processes and the law.

- Alicia recommended that RBHU should post more content on rights and employment law.
- Anne-Lise suggested that RBHU could focus on employment law and highlight a particular issue at a time, expressed the value of our news media work since the news is skewed towards business owners, and encouraged the use of a range of social media tools (Facebook for discussions, Instagram for visual media, perhaps LinkedIn).
- Chloe endorsed the use of a multi-pronged social media strategy (also including TikTok and Twitter), including the use of infographics, but noted that RBHU is currently at the limit of our resources for media work. Chloe agreed with the direction provided by RBHU and appreciated the feedback.

## **5. Treasurer's Update**

Bhupendra reiterated that RBHU can open a bank account once work to set up an account has been completed with ANZ. Bhupendra noted that his job will properly start once we have a bank account.

## **6. Strategy Hui #1**

Chloe led the Committee through a discussion of the workplace issues in the hospitality sector. In pairs, Committee Members listed a series of points for improvement, then sought to select a top five to prioritise. Each pair shared their points with the wider Committee, and three common themes emerged as the strategic priorities for RBHU for 2022:

- What it takes to be a hospo worker
- Health and wellbeing
- Sustainable, liveable, secure incomes

## **7. Social media management**

This issue was discussed as part of the Leader's Update.

## **8. General Business**

No general business was raised.

## **9. Adjournment**



Meeting adjourned at 8:57PM.



## NEXT STEPS

Goal	Next Steps	Suggested time frame for Next Steps
Establish a bank account.	Toby and Bhupendra to contact ANZ and provide necessary documents to open an account.	By March meeting.
Obtain status as an incorporated society and union.	Toby to liaise with the Companies Office to complete this process.	By March meeting.
Increase engagement, awareness, and membership.	Each Member to provide to Chloe a bio consisting of a photo and short introductory post. Chloe to post introduction bio's on our website and social media.	By March meeting.
Pursue fundraising applications.	Chloe to continue looking into options and present these to the Committee.	By March meeting.
Obtain a common seal.	Toby to confirm requirements. Chloe to design this if necessary.	By March meeting.
Run employment law advocacy training.	Toby and/or Chloe to run introductory sessions of employment law advocacy training with Anna and D Saunders.	By March meeting.
Run income support training.	Chloe and Anne-Lise to meet to discuss.	By March meeting.
Undertake Constitution Review.	Toby and D Saunders to start preparing work for this.	By March meeting.
Undertake Personnel Review.	Toby and D Saunders to start preparing work for this.	By March meeting.
Establish a wellness fund for Committee Members and RBHU volunteers.	Chloe to provide a cost estimate and details of services which will be available.	By March meeting.
Run an RBHU Quiz event.	Committee to restart a discussion for this event at the first Committee Meeting for 2022.	At March meeting.
Provide strategic direction to the RBHU Media Team.	Toby to shape the feedback from the Committee into a draft set of guidelines and provide this to the Committee for review.	By May meeting.
Provide strategic direction to the RBHU Legal Team.	Toby to engage with the Office of the Privacy Commissioner on the details which should be withheld or provided to the RBHU Committee	By May meeting.





	in terms of individual legal disputes.	
Obtain a union membership platform.	Toby to obtain an estimate of costs on the “no-frills” platform from the Stratum providers.	Once funding has been received.
Assist with the Community Law Alcohol Harm Reduction Project.	Toby and Chloe to restart dialogue with Community Law Wellington and Hutt Valley.	Once RBHU has established a union membership platform.
Manage financial and reporting obligations as an incorporated society and union.	Bhupendra to look into tax, IRD, and GST obligations of unions. Chloe to take initial steps to organise training/support from Little Black Books NZ or Admin Angels. Bhupendra to ensure appropriate reimbursements are made for RBHU expenses incurred by Committee Members, including reimbursing Toby for incorporation application fee.	Once ANZ bank account is opened.
Provide advocacy services to hospitality workers.	Volunteer legal team to provide advocacy services. Chloe to provide an update on this at each Committee Meeting.	Ongoing.
Be a voice for hospitality workers in news media, social media, and the wider community.	Chloe to continue leading work in this area and providing an update at each Committee Meeting.	Ongoing.