



**MINUTES OF COMMITTEE MEETING FOR  
RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)  
Monday/Rāhina 4th April 2022, 7:00PM.**

**VENUE:** Online via Zoom

**Attending:** Chloe Ann-King, Toby Cooper, Bhupendra Bhattarai, Anne-Lise Mornard Stott (left early), Anna Krykunivsky (arrived late).

**Absent:** Alicia Lloyd-Jones.

Meeting commenced at 7:08PM.

**1. Welcome**

**2. Apologies:** Alicia Lloyd-Jones.

**3. Review of Previous Minutes and Urgent Next Steps**

| <b>Goal</b>               | <b>Next Steps</b>  | <b>Status</b>                                    |
|---------------------------|--|--|
| Establish a bank account. | Chloe to contact Little Black Books NZ to link Toby and Bhupendra up with the recommended accountant. After receiving advice from an accountant and/or NZCTU, Toby and Bhupendra to complete application for a bank account. | Steps completed. Awaiting confirmation from ANZ. |

- Toby updated the Committee about meeting with an accountant last Monday on the 28 of April. He explained they had a good in-depth conversation and got a lot of questions answered regarding accounting issues and RBHU tax obligations.

| <b>Goal</b>                                     | <b>Next Steps</b>  | <b>Status</b>   |
|---|--|-----------------|
| Increase engagement, awareness, and membership. | Chloe to collate information and contact Ben McMahon to post introduction “bios” on our website. | Step completed. |

- Chloe has completed this step for every “bio” provided by Members of the Committee.



Toby reminded the Committee that a motion was tabled by email on 19 March 2022, explaining that this needed to be considered urgently due to external time pressures. The motion was as follows:

**Motion:** The Committee appoints Committee Member Anna Krykunivsky as the RBHU Representative on the Youth Movement Fund Committee.

**Moved:** Toby Cooper

**Second:** Chloe Ann-King

**All in favour:** 4

**All opposed:** 0

**Abstentions:** 1

**Motion Passed**

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:** Anne-Lise Mornard Stott

**All in favour:** 4

**All opposed:** 0

**Motion Passed**

#### 4. Leader's Update

Chloe updated the Committee on membership growth which was 18 new members in February and 10 in March, totaling 28 members.

Chloe moved on to the media and communications strategy for March, saying we had two media stories published where RBHU was quoted. Both stories focused on hospitality workers and the working conditions in hospitality. Chloe then pointed out there should be more reporting in April as she had done five media interviews but some of those interviews were focused on welfare rights not workers' rights. Chloe said the main thing is that we are always in the media every month, so we are always visible.

Chloe then told the Committee that on the back of RBHU now being a confirmed research partner with the Hospitality and Tourism Department at Auckland University of Technology ("AUT"), we would jointly roll out surveys with AUT each year. She then indicated we could use the findings in media interviews and to lobby the Government to push them into action.

Chloe then informed the Committee that we are making a governmental submission on the proposed Income Insurance Scheme ("IIS"). She said we had 22 days to submit and



then said that she and Toby had started work on it. Chloe then asked if anyone in the Committee might have time to support Toby and her to write the submission.

Chloe then moved on to Toby's educational workshops at RBHU and updated the Committee about progress, saying Toby has run another employment advocate training session with Bee who is a sex worker who has an MA in public Health. Chloe informed the team that Bee would be volunteering with RBHU in the future.

Chloe then updated the Committee on the legal mahi that we had been undertaking. She said she had filed four personal grievances in March for four of our members, all of whom had worked for the same company. She then highlighted Toby's legal mahi, saying he had been working on a big collective case with three hospitality workers/members whose employer had put the business into liquidation. He helped these workers file to become creditors. Toby then pointed out the more interesting thing about the case is there are more tools to fight for better outcomes for workers when companies go into liquidation. Toby said that the jurisdiction of the Employment Relations Authority had widened following a 2021 Supreme Court decision, meaning it was now potentially possible to bring claims in the Employment Relations Authority against directors who have behaved irresponsibly. For example, if a director made some unethical decisions which led to that company going into liquidation, there is possibly the potential to bring a claim against the director. He then said this was exciting because it gives us new powers to get compensation for workers when their employer puts a business into liquidation.

Chloe then moved on to telling the Committee that we had our two bi-monthly clinics for March. Chloe said these had been a little quiet recently. Chloe said she would work on advertising them properly. She pointed out that even if we do not have a lot of people turning up, these clinics should always exist because these clinics are a point of connection and reach-out for our members to meet and know us.

Chloe then told the Committee that D Saunders had resigned from the Committee. The Committee thanked D Saunders for her mahi and wished her well.

Chloe then moved on, telling the Committee about member reach-out and that she had been having ongoing discussions with one of our more active young members who is a university student. They had been reaching out to student magazines such as Salient, Debate, and Craccum, trying to get some free advertising and doing other soft-reach outs to students.

Chloe then updated the Committee on nurturing our connections with other non-profits such as Action Station. She has been going to the monthly Action Station Zoom meetings.



She also attended Action Station's recent media conference which set out how main welfare benefits needed to pay people much more so that they could afford the basics of life. Chloe also attended the Action Station organising hui and said it was great to be around other passionate activists and advocates including Auckland Action Against Poverty, who does amazing work for unemployed workers.

Toby then informed the Committee about a new law coming in relating to food waste in the hospitality industry. The Government is considering rolling out a national wide food scrap collection. Both Anna and Anne-Lise expressed their excitement for this law and their passion for sustainable practices in the hospitality industry. Toby said he will make a verbal note of this. Toby pointed out that we have until 8 May 2022 to make a submission. He then asked if Anna or Anne-Lise would like to read up on the proposal and then put some bullet points together about what we support in the proposal and any suggestions for changes.

Anne-Lise then brought up that she wanted to run an ad and do a series of posts about Union history. She also said she wanted to get more information out there about Fair Pay Agreements ("FPA"). She spoke about needing 1,000 signatures for an FPA in an industry. Chloe then said in more vulnerable industries with lower union density we would not need to get 1,000 signatures. Chloe pointed to the data from AUT's Voices from the Frontline published report saying we can use this data to show how vulnerable the industry is. Toby said we could give feedback on the threshold of 1,000 being too high and we could suggest 800 or 700.

Chloe then circled back the focus to the IIS submission and the consultation RBHU needed to undertake to collect feedback from members. Chloe then proposed we could do 3-4 Zoom consultations at different times. She said we could also do some Twitter and Facebook posts and some quick polling asking questions about the scheme. Toby then opened the floor to the Committee about what they think would be effective strategy to gather feedback from members. Anna said that she was more of an Instagram person than a Twitter person, so we could use Instagram. Anna then said we should do the Zooms on a Sunday, Monday, Tuesday, and Wednesday so that hospitality workers would have a greater chance of attending.

Chloe then informed the Committee that we have a meeting with Minister Wood coming up in April and this was between AUT and RBHU to discuss the now published data from the Voices from The Frontline published report. Toby asked the Committee to put together any bullet points for the meeting about anything Members would like us to raise at the meeting.



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

Bhupendra said the bank account would be ready in a couple of days. Toby then expanded on the notes from the meeting we had with the accountant. Bhupendra then brought up the grant we were awarded, and Toby said we did not have a time frame for receipt of that grant. Toby said once we had the account set up, we should expect koha and we should start promoting that. He said the accountant should be getting back to him about record keeping and how to record koha. Toby then said we need to prepare a financial return before our AGM and said we could work on this over the next couple of months.

## **6. Consultation and Submission on Proposed Income Insurance Scheme**

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

## **7. Meeting with Minister for Workplace Relations and Safety – April 2022**

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

## **8. Planning for 2022 Annual General Meeting – June 2022**

The Committee was unable to discuss this item due to time constraints.

## **9. General Business**

No general business was raised.

## **10. Adjournment**

Meeting adjourned at 8:06PM.



## NEXT STEPS

| Goal  | Next Steps  | Suggested time frame for Next Steps     |
|---|---|---|
| Lobby the Government on issues affecting hospitality workers.                       | Committee to consult Members on NZ Income Insurance Scheme and complete submission.<br>Chloe and Toby to draft briefing paper for meeting with Hon Michael Wood MP.         | By 24 April 2022.                       |
| Establish a bank account.   | Committee to obtain confirmation from ANZ that the bank account has been established.   | By May meeting.                         |
| File annual union membership return.  | Toby to obtain membership details from Website Developer, Ben McMahon.  | By May meeting.                         |
| Lobby the Government on issues affecting hospitality workers.                       | Anna and/or Anne-Lise to read up on the food waste proposal and put some bullet points together about what we support in the proposal and any suggestions for changes.      | By 8 May 2022.                          |
| Prepare annual report for Annual General Meeting.                                   | Chloe to lead this work. Other Committee Members to provide assistance.   | At Annual General Meeting in June 2022. |
| Prepare financial report for Annual General Meeting.                                | Bhupendra to lead this work. Other Committee Members to provide assistance.   | At Annual General Meeting in June 2022. |
| Provide direction to the RBHU Media Team, using the strategic priorities.           | Toby to shape the feedback from the Committee into a draft set of guidelines and provide this to the Committee for review.  | By July meeting.                        |
| Run an RBHU Quiz event.   | Committee to restart a discussion for this event in July 2022.  | At July meeting.                        |
| Provide strategic direction to the RBHU Legal Team, using the strategic priorities. | Toby to engage with the Office of the Privacy Commissioner on the details which should be withheld or provided to the RBHU Committee in terms of individual legal disputes. | By August meeting.                      |
| Undertake Constitution Review.  | Toby to continue work for this.   | By December meeting.                    |
| Undertake Personnel Review.   | Toby to continue work for this.   | By December meeting.                    |



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|--|---|--|
| Establish a wellness fund for Committee Members and RBHU volunteers.                     | Chloe to provide a cost estimate and details of services which will be available.   | Once funding has been received.                        |
| 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.<br>Chloe to take initial steps to organise training/support from Little Black Books NZ or Admin Angels.<br>Bhupendra to ensure appropriate reimbursements are made for RBHU expenses incurred by Committee Members, including reimbursing Toby for incorporation application fee.<br>Bhupendra and Toby to look into recordkeeping obligations for koha, donations, and grants. | Once ANZ bank account is opened.                       |
| Provide advocacy services to hospitality workers.  | 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. Anne-Lise to assist with social media work.  | Ongoing.   |
| Run employment law advocacy training.  | Toby and/or Chloe to continue to run introductory sessions of employment law advocacy training.   | Ongoing.   |
| Pursue fundraising applications.   | Chloe to continue looking into options and present these to the Committee.  | Ongoing.   |
| Run income support training.   | Chloe to promote income support training on RBHU social media.  | Ongoing.   |
| Increase engagement, awareness, and membership.  | Committee Members to continue work in this area.  | Ongoing.   |