



**MINUTES OF COMMITTEE MEETING FOR
RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)
Monday/Rāhina 2nd May 2022, 7:00PM.**

VENUE: Online via Zoom

Attending: Chloe Ann-King, Toby Cooper, Anne-Lise Mornard Stott, Anna Krykunivsky.

Absent: Alicia Lloyd-Jones, Bhupendra Bhattarai.

Meeting commenced at 7:10PM.

1. **Welcome**
2. **Apologies:** Alicia Lloyd-Jones, Bhupendra Bhattarai.
3. **Review of Previous Minutes and Urgent Next Steps**

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: *Anna Krykunivsky*

All in favour: 4

All opposed: 0

Motion Passed

Goal	Next Steps	Status
Lobby the Government on issues affecting hospitality workers.	Committee to consult Members on NZ Income Insurance Scheme and complete submission. Chloe and Toby to draft briefing paper for meeting with Hon Michael Wood MP.	Steps completed.

- Toby confirmed to the Committee that these steps were completed.

Goal	Next Steps	Status
Establish a bank account.	Committee to obtain confirmation from ANZ that the bank account has been established.	Goal completed.



- Toby confirmed to the Committee that the RBHU bank account has been established. Toby then explained that the Committee was now awaiting advice from an accountant on record-keeping matters.

Goal	Next Steps	Status
File annual union membership return.	Toby to obtain membership details from Website Developer, Ben McMahon.	Step completed. Annual union membership return to be filed by 1 June 2022.

- Toby expressed to the Committee that he believed he had the necessary details to file the annual union membership return.

Goal	Next Steps	Status
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.	Steps to be completed during May 2022.

- Toby flagged that the period for consultation on the food waste proposal (“Transforming Recycling”) would end in May 2022, asking Anna and Anne-Lise to read through the consultation documents and provide some thoughts for a letter of submission from RBHU.

4. Leader’s Update

Chloe updated the Committee on membership growth which was 7 new Members in April. Chloe noted that this was a quiet month, but that RBHU has been busy with other priorities over the last month.

Chloe moved on to the media and communications work for April, saying RBHU worked extensively on a Radio New Zealand story with journalist Hayden Donnell analysing the media erasure of the voices of hospitality workers in the switch to the COVID-19 orange traffic light setting. The story quoted RBHU volunteer advocate Ellsie Coles and former hospitality worker and The Spinoff journalist Charlotte Muru-Lanning. Chloe acknowledged that this story was the result of months of advocacy at RBHU.

Chloe discussed how April was a big month for submissions on law reform. Chloe explained how RBHU consulted with Members on the proposed Income Insurance Scheme, and Toby and Chloe put together a robust submission. Toby commented that there was a decent amount of useful consultation via Facebook posts, although the Zoom



consultations were not well attended. Toby suggested that the use of polls and posts in the future could be better at gaining wider consultation. Anna noted that it takes a high activation energy to commit to a Zoom, expressing a preference for other approaches where Members can still get their points across while expending less energy. Chloe agreed that these were fair observations and that RBHU should prepare to pivot our strategy on how Members give feedback. Anna suggested the use of surveys. Toby signalled that these were an option. The Committee discussed the issue of consultation further, with Anne-Lise reminding the Committee that RBHU is still a small union with few people actively involved, noting that it is great to receive any amount of feedback.

Chloe reported back to the Committee following the April 2022 meeting with Hon Michael Wood MP, Minister for Workplace Relations and Safety. Anne-Lise and Chloe attended from RBHU, alongside Dr David Williamson from the Auckland University of Technology (AUT). RBHU and AUT were there to discuss the *Voices from The Front Line* report which published data about the hospitality industry. Anne-Lise thought that David was well-spoken, getting the points across about the industry and expressing confidence about the study. Chloe explained that the purpose of the meeting was to push the Minister to accept some of the recommendations in the report, which did not happen during the meeting. Chloe stated that she felt that it would take a lot of pressure for the Government to accept these recommendations. Chloe also stated that it was cool for RBHU to meet with the Minister for a second time, so that he knows that RBHU exists and is not going anywhere.

Chloe then updated the Committee on the legal mahi that RBHU had been undertaking. RBHU had our two bi-monthly clinics for April. Chloe said these had been quiet, although this did give Chloe and Toby the opportunity to discuss the income insurance scheme submission. Despite the low attendance, Chloe reiterated that it is important that the clinics exist and that RBHU is consistent with them, as a lot of people turn up sometimes. Toby guessed that Facebook algorithms may disadvantage the RBHU clinic reminder posts, as the same image is repeatedly used. Chloe proposed that RBHU could set up a Facebook event for each clinic. Anne-Lise urged RBHU to use Instagram, as Facebook does not reflect the demographic RBHU is hoping to reach. Chloe explained the reasons why RBHU did not currently have access to the Instagram account. Anne-Lise encouraged RBHU to regain access to our Instagram account. Chloe indicated that she would do her best to remedy this situation before the next Committee Meeting.

Toby updated the Committee on employment advocate training, reporting that three Members involved in an employment dispute have provided their permission for RBHU employment advocate trainees to sit in during the next Zoom meeting for their matter.

Chloe said that no personal grievances were raised in April for our Members, although it looked like at least three personal grievances would be raised in May. Toby expressed



that he would be raising one personal grievance on behalf of a Member in May. Toby stated that the RBHU Legal Team was probably at capacity in terms of workload. Chloe informed the Committee that she had been working on a collective case of mass wage theft arising from a single employer, signalling the possibility of RBHU picketing. Toby mentioned that RBHU would need to follow the rules in the Employment Relations Act 2000 if the picketing amounted to a strike under the law. Chloe insisted that any decision to picket would need to be made democratically by the workers involved. Chloe outlined the value of picketing and direct actions to hold employers accountable. Anne-Lise queried whether RBHU needed to exhaust every other legal option before going on strike. The Committee discussed how raising personal grievances and the use of picketing action were both useful tools. As a next step for the particular employment dispute, Chloe expressed that she was waiting for instructions from the workplace organisers on whether the workers would like to hold a picket.

5. Treasurer's Update

The Treasurer's Update was not provided as the Treasurer was not present at the Committee Meeting.

6. Planning for 2022 Annual General Meeting – June 2022

Toby raised that the Committee needs to determine the venue and date for the 2022 Annual General Meeting for RBHU.

Motion: *Due to COVID-19 restrictions and impacts on the community, the Committee holds its 2022 Annual General Meeting online via Zoom.*

Moved: Toby Cooper

Second: Anne-Lise Mornard Stott

All in favour: 4

All opposed: 0

Motion Passed

The Committee discussed potential dates. Toby suggested that Monday the 27th of June could be suitable.

Motion: *The Committee determines to hold its Annual General Meeting on Monday the 27th of June 2022 at 7:00PM.*

Moved: Toby Cooper

Second: Chloe Ann-King

All in favour: 4

All opposed: 0



Motion Passed

Toby reminded the Committee about the business of an Annual General Meeting. Toby encouraged Committee Members to promote the Annual General Meeting. The Committee discussed potential incentives for attendance, including prizes to give away, a survey, or a quiz. The Committee also explored the idea of getting a guest speaker or entertainer, such as a comedian, a journalist, or a drag performer. Chloe expressed that she would follow this up and report back to the Committee.

7. Discussion on consultation for a legal advocacy charging model

Toby repeated points raised earlier in the Committee Meeting about the need to use the most effective tools for consulting with our Members. The Committee was unable to discuss this item further due to time constraints.

8. General Business

No general business was raised.

9. Adjournment

Meeting adjourned at 8:10PM.



NEXT STEPS

Goal	Next Steps	Suggested time frame for Next Steps
Lobby the Government on issues affecting hospitality workers.	Anna and/or Anne-Lise to read up on the Transforming Recycling consultation and put some bullet points together about the RBHU response. Toby to lead the delivery of this submission.	By 22 May 2022.
File annual union membership return.	Toby to file the annual union membership return.	By 1 June 2022.
Be a voice for hospitality workers in news media, social media, and the wider community.	Chloe to attempt to regain access to the RBHU Instagram account.	By June meeting.
Organise the 2022 Annual General Meeting.	Toby to lead this work. Other Committee Members to provide assistance, particularly around promotion. Chloe to follow up on potential entertainers to perform at the Annual General Meeting and report back to the Committee.	By June meeting.
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.



Manage financial and reporting obligations as an incorporated society and union.	Bhupendra to look into tax, IRD, and GST obligations of unions. Bhupendra and Toby to look into recordkeeping obligations for koha, donations, and grants.	By August meeting.
Manage financial and reporting obligations as an incorporated society and union.	Chloe to take initial steps to organise training/support from Little Black Books NZ or Admin Angels.	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.
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 ensure appropriate reimbursements are made for RBHU expenses incurred by Committee Members, including reimbursing Toby for incorporation application fee.	Once funds are available to make reimbursements.
Provide advocacy services to hospitality workers.	Legal team to provide advocacy services. Chloe to provide an update on this at each Committee Meeting, including decisions by Members to engage in picketing.	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.
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