



**MINUTES OF COMMITTEE MEETING FOR
RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)
Monday/Rāhina 13th June 2022, 7:00PM.**

VENUE: Online via Zoom

Attending: Chloe Ann-King, Toby Cooper, Anne-Lise Mornard Stott, Bhupendra Bhattarai.

Absent: Alicia Lloyd-Jones, Anna Krykunivsky.

Meeting commenced at 7:09PM.

1. **Welcome**
2. **Apologies:** Alicia Lloyd-Jones, Anna Krykunivsky.
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: *Chloe Ann-King*

All in favour: 4

All opposed: 0

Motion Passed

Goal	Next Steps	Status
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.	Steps completed.

- Toby informed the Committee that Anne-Lise prepared some points on the RBHU response to the Transforming Recycling consultation. Toby confirmed that a submission was filed by RBHU on the Transforming Recycling consultation.

Goal	Next Steps	Status
------	------------	--------



File annual union membership return.	Toby to file the annual union membership return.	Goal completed.
--------------------------------------	--	-----------------

- Toby confirmed to the Committee that the annual union membership return was filed.

Goal	Next Steps	Status
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.	Step completed.

- Chloe expressed to the Committee that RBHU had regained access to its original Instagram account. Chloe signalled that she and Anne-Lise were continuing to develop RBHU social media.

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

- As this goal was included as a separate agenda item, the Committee discussed this matter later in the Meeting.

4. Leader's Update

Chloe updated the Committee on membership growth over the previous month, which was 11 new Members. Chloe signalled that there are around 188 total RBHU Members to date.

Chloe discussed how RBHU had worked on a number of law reform submissions since the past Committee Meeting, including the proposed Income Insurance Scheme, the Fair Pay Agreements Bill, and the Transforming Recycling consultation. Chloe thanked RBHU Committee Members for their work.

Chloe informed the Committee that RBHU held a meeting on 3 June 2022 with staff from the Ministry of Business, Innovation and Employment ("MBIE") and David Milne, regional manager for hospitality at the Labour Inspectorate. Chloe explained that MBIE is very interested in working with RBHU in a stakeholder capacity. Chloe added that a short



meeting was also held with MBIE staff on 13 June 2022 to discuss steps moving forward. Chloe noted that RBHU has done an incredible job at building key relationships, given limited resources.

Chloe then updated the Committee on our legal advocacy mahi. Chloe had nothing to report here, while Toby noted that he raised a personal grievance on behalf of an RBHU Member in the past month.

Chloe moved on to the media and communications work for May, saying that she had done a couple of media interviews, although it was hard to stay on top of this at the moment with the other priorities over the past month.

Chloe advised the Committee that she delivered a lecture at the Auckland University of Technology (AUT) to the hospitality and tourism students, outlining her history in activism and establishing RBHU. Chloe signalled that she expects to give a second AUT lecture in August 2022.

Chloe informed the Committee that picketing discussed at the past Committee Meeting was not going ahead at this stage. Chloe indicated that RBHU would need to undertake education to inform RBHU Members to better understand how to engage in collective action.

5. Treasurer's Update

Bhupendra did not have any specific updates to provide to the Committee. Toby indicated that RBHU was hoping for payment from the settlement of a particular employment law dispute to put some funds into the RBHU bank account, although this now appears unlikely. Chloe gave some context about the particular employment law dispute. Bhupendra informed the Committee that reimbursements to Committee Members would be carried out once funds are available in the bank account.

Toby expressed that the outstanding reimbursements points to the need for membership dues for RBHU Members, providing some explanation for the proposal for bringing in membership dues at the 2022 Annual General Meeting. Chloe provided further rationales for the implementation of membership dues, expressing that it provides some buy-in for hospitality workers. Toby questioned whether the proposal is set at the right amount, noting that a \$10 membership fee could provide RBHU with around \$1,500 in funds. Bhupendra said that \$10 is good, while Anne-Lise noted that it is quite cheap, but that RBHU is only small and will not want to scare off too many hospitality workers. Toby expressed that membership dues at this level would merely allow RBHU to survive and



meet core expenses and would not enable any union growth. The Committee Members generally agreed with the approach set out in the proposal document.

Motion: *The Committee proposes to introduce membership dues to the Union on the basis of the proposal document sent around to Committee Members before this Committee Meeting.*

Moved: *Toby Cooper*

Second: *Anne-Lise Mornard Stott*

All in favour: 4

All opposed: 0

Motion Passed

6. Payment for Legal Representation Services

Toby informed the Committee that these motions arise from advice provided by our accountant, Charmaine Meyers at Fairground. Toby explained that RBHU needs a legal basis for paying Chloe Ann-King and Toby Cooper for legal representation services performed on behalf of RBHU.

Toby then relayed the accountant's advice that payments made to RBHU for legal representation services prior to RBHU establishing a bank account (which went directly to the bank accounts of the legal representatives) should be treated as income for the union, which was transferred to the legal representatives, to be treated as forgiven debt. Toby reminded the Committee that RBHU did not have an arrangement in place at the time for dealing with the payments for legal representation services and suggested that RBHU should have an arrangement in place moving forward.

Toby informed the Committee that the legal representatives have provided invoices for this work to the Treasurer, who has had an opportunity to review the invoices. Toby gave Committee Members the opportunity to ask questions.

Bhupendra asked about whether there was any income coming in through employment law disputes. Toby expressed optimism that one matter headed to mediation within the next couple of months could reach a settlement. Bhupendra asked about whether RBHU can ask for donations from the Government. Toby signalled that RBHU has an update about funding applications later in the Committee Meeting. Chloe emphasised to Committee Members that RBHU needs to focus on the bigger picture, namely funding.

The Committee then turned to considering each motion in turn. Committee Members with a conflict of interest on particular motions opted to abstain on those motions.



Motion: The Committee recognises that RBHU entered into a contract for services with Chloe Ann-King on 9 November 2021, authorising Chloe Ann-King to work as a legal representative for RBHU Members.

Moved: Bhupendra Bhattarai

Second: Anne-Lise Mornard Stott

All in favour: 3

All opposed: 0

Abstentions: 1 (Chloe Ann-King)

Motion Passed

Motion: The Committee recognises that RBHU entered into a contract for services with Toby Cooper on 9 November 2021, authorising Toby Cooper to work as a legal representative for RBHU Members.

Moved: Bhupendra Bhattarai

Second: Anne-Lise Mornard Stott

All in favour: 3

All opposed: 0

Abstentions: 1 (Toby Cooper)

Motion Passed

Motion: The Committee agrees to forgive \$4,150.00 in funds owing by Chloe-Ann King to RBHU which were received by Chloe Ann-King between 9 November 2021 and 31 March 2022 for providing legal representation services for RBHU Members.

Moved: Bhupendra Bhattarai

Second: Toby Cooper

All in favour: 3

All opposed: 0

Abstentions: 1 (Chloe Ann-King)

Motion Passed

Motion: The Committee agrees to forgive \$382.56 in funds owing by Toby Cooper to RBHU which were received by Toby Cooper between 9 November 2021 and 31 March 2022 for providing legal representation services for RBHU Members.

Moved: Bhupendra Bhattarai

Second: Anne-Lise Mornard Stott

All in favour: 3

All opposed: 0

Abstentions: 1 (Toby Cooper)

Motion Passed



Motion: *Moving forward, the Committee will consider payment for legal representation services on a case-by-case basis at each Committee Meeting after any relevant funds have been received by the RBHU bank account.*

Moved: Bhupendra Bhattarai

Second: Anne-Lise Mornard Stott

All in favour: 4

All opposed: 0

Motion Passed

Motion: *The Committee generally accepts that a person providing legal representation services for RBHU Members should receive 90% of the sum of any funds received by RBHU for the provision of these services, unless exceptional circumstances apply.*

Moved: Bhupendra Bhattarai

Second: Anne-Lise Mornard Stott

All in favour: 2

All opposed: 0

Abstentions: 2 (Toby Cooper, Chloe Ann-King)

Motion Passed

7. Planning for 2022 Annual General Meeting – 27 June 2022, 7:00PM

Toby informed Committee Members that they would need to re-nominate themselves if they wished to remain on the Committee. Chloe discussed that work was already underway to promote the Annual General Meeting (“AGM”) and encourage Members to put themselves forward for positions on the Committee. Chloe told the Committee that AGM documents would be sent to Members tonight. Bhupendra asked how many people we expected to attend the AGM. Toby confirmed that the quorum for the AGM is 20 Members.

Toby encouraged Committee Members to promote the AGM. Chloe detailed some of the prizes RBHU had acquired to give away to attendees at the AGM, including a recipe book and several coffee packs. Toby reiterated the importance of getting as many people along to the AGM as we can, since we have some serious motions on the table. Chloe outlined that the AGM night will start with formalities and then end with a more social discussion. Toby briefly gave some advice on the wording of the promotional messaging to Members.

8. Update on Funding Applications



Anne-Lise updated the Committee on her work. Anne-Lise explained that she was tasked to look into a number of foundations. Anne-Lise informed the Committee that Lions Club and Rotary were not suitable but indicated that RBHU could qualify for The Tindall Foundation. Toby encouraged Anne-Lise to speak further with The Tindall Foundation. Anne-Lise indicated that she could look into other funding bodies in her spare time. Toby thanked Anne-Lise for her time.

9. General Business

No general business was raised.

10. Adjournment

Meeting adjourned at 8:03PM.



URGENT NEXT STEPS

Goal	Next Steps	Suggested time frame for Next Steps
Organise the 2022 Annual General Meeting.	Chloe to send out AGM documents to Members. All Committee Members to promote the AGM.	By Annual General Meeting on 27 June 2022.
Prepare annual report for Annual General Meeting.	Chloe to lead this work. Other Committee Members to provide assistance.	At Annual General Meeting on 27 June 2022.
Prepare financial report for Annual General Meeting.	Bhupendra to lead this work. Other Committee Members to provide assistance.	At Annual General Meeting on 27 June 2022.
Lobby the Government on issues affecting hospitality workers.	Chloe to file a submission on the Employment Relations (Extended Time for Personal Grievance for Sexual Harassment) Amendment Bill.	By 15 July 2022.
Manage financial and reporting obligations as an incorporated society and union.	Following AGM, Bhupendra and Toby to submit Annual Financial Statement to the Companies Office.	By 31 July 2022.
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.

OTHER NEXT STEPS

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 August meeting.
Run an RBHU Quiz event.	Committee to restart a discussion for this event in August 2022.	At August 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 September 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. Toby to look into new obligations under the Incorporated Societies Act 2022.	By September 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 September 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 September meeting.
Obtain a union membership platform.	Toby to obtain an estimate of costs on the “no-frills” platform from the Stratum providers.	By September 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.
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.
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.

