



**MINUTES OF COMMITTEE MEETING FOR
RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)**

Monday/Rāhina 8th August 2022, 7:00PM.

VENUE: Online via Zoom

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

Absent: Dave Weggery.

Meeting commenced at 7:06PM.

1. Welcome

2. Apologies: Anna was late to the meeting. Dave was absent.

3. Review of Previous Minutes and Urgent Next Steps

Toby states that due to a technical error, he will provide the draft minutes of the previous Committee Meeting (July 2022) to Committee Members before the next Committee Meeting (September 2022).

4. Leader’s Update

Chloe informs the Committee that the union has 15 new members. Chloe announces the union had a very successful month of media advocacy: 2 articles where the union was directly quoted, and 2 more where it was mentioned. She laments the need to constantly remind reporters to echo worker’s voices when writing about the industry.

Chloe says the union was invited to a roundtable meeting with Hon Michael Wood MP and other stakeholders in the hospitality industry. She thanks Anne-Lise and CVR for attending the meeting.

After reaching out to Unite Union and E Tū, Chloe confirms that they felt the meeting was made difficult by the fact that business lobbies made it into an antagonistic space. Chloe conveys that she felt that it was not the discussion which it was meant to be. Anne-Lise adds that there were too many parties in the discussion and not enough time for everyone to pitch in. CVR agrees, although he believes other unions do not understand hospitality issues as much as RBHU. He

regrets that there was little said about the reasons why workers leave the hospitality industry, namely the lack of opportunities and the lack of good treatment.

Toby asks whether the Minister requested a follow-up meeting, or if the roundtable was the start of a process. Anne-Lise answers she thought the discussion was going to be about the general direction the industry wants to go in, but it sounded like the Minister wanted to have further meetings to give the chance to more parties to speak. Chloe mentions that she's already in touch with MBIE regarding further discussions. Toby agrees that a follow-up meeting is fair if we feel like our voices were not heard.

[More details as part of the Leader's Update were discussed as part of Item 5.]

5. Treasurer's update

Bhupendra reminds everyone that we just had our Annual General Meeting ("AGM") and that Toby submitted the financial report to the Registrar of Incorporated Societies. He asks Toby if there are more expenses to claim. Toby replies that there are more expenses to reimburse, such as subscriptions, and parking expenses he incurred during the AGM. Toby ends the update by reminding everyone that from the next meeting onwards, the Treasurer's Update will include membership fees and that we still need to think of a way to acquire those (communication, emails, reminders).

Chloe adds to her Leader's Update, prompted by Toby, regarding legal work. She mentions she wrote four Personal Grievance letters, all of which were concerning "heat of the moment" resignations given by workers. The cases were made more difficult to argue because of precedent judicial decisions, which tend to side with employers accepting notices given by workers in the "heat of the moment".

Chloe confirms one case has been settled and there will be contributions to costs from that settlement. Toby says that if that money lands in the account before the next committee meeting, we can decide then how to allocate it, otherwise it will be done at the next meeting after that.

Anna asks where the case was settled. Chloe replies that it was in *[information omitted from Minutes due to legal privilege]*. Toby adds that information regarding cases shared with the Committee are shared in confidence since the committee is bound by legal privilege. The Committee discussed the case further: *[information omitted from Minutes due to legal privilege]*.

6. MBIE Temporary Migrant Worker Exploitation - Stakeholder Initiatives Pilot

Toby asks if we have received more updates or if we have received the money from the funding. Chloe replies that she got a call from an MBIE employee called Mark who confirmed that it is coming soon. Chloe adds that we may need to advertise for a role to fulfill the union's obligations regarding this funding.

Toby reminds the Committee that we have a Sub-Committee dedicated to the work related to the funding, so that we can avoid actual and perceived conflicts of interest. Toby calls on the Committee Members to volunteer if they want to be part of the Sub-Committee.

CVR puts his hand up. Toby takes a moment to explain to him the purpose of the funding, since he was not present at the previous Committee Meeting. Toby says the funding is for providing advice and legal education to migrant workers in the hospitality sector, including social media and communications work. Toby recommends Bhupendra as a member of the Sub-Committee as well. Anne-Lise says that although she is interested in the work, she cannot dedicate more time at the moment because of other commitments. Anna does not want to be on the Sub-Committee because she may wish to apply for any role(s) created with the funding.

Motion: That the Committee agrees that the Sub-Committee for the Temporary Migrant Worker Exploitation Stakeholder Initiative Pilot will be Toby Cooper, CVR Shastry and Bhupendra Bhattarai.

Moved: Toby

Seconded: Anna

All in favour: 6

Motion PASSED

Toby wants to set up a meeting for the Sub-Committee, to take place in August 2022, to brainstorm about possible uses for the funding, including job descriptions for any role(s) which may be created.

7. Fair Pay Agreements Campaign

Over the past month, Chloe had a meeting with Unite Union and the New Zealand Council of Trade Unions (“CTU”) regarding Fair Pay Agreements (“FPA”). Chloe would like to discuss how we will go about pursuing an FPA, including what we think hospitality workers want to see in an FPA. According to Chloe, the main issues are penal rates, proper breaks, and pathways to reporting sexual, racial and homophobic harrassment. She wants to know what the Committee’s ideas are for a future FPA.

Anna wants hospitality workers to live on a wage they can save for a house on. CVR adds that he would love hospitality workers to be able to afford a decent standard of living and for employers to be able to retain workers. Anna continues with the suggestion of health insurance funded by employers. Anne-Lise suggests free physiotherapy treatments. She also suggests overtime rates. Bhupendra agrees with this.

Anne-Lise would also like casual rates to be higher than normal rates because casual work is more precarious. Bhupendra mentions a more progressive tax system as well, on which Chloe adds that New Zealand has some of the least progressive tax systems. Chloe reminds the Committee that many years ago, hospitality workers had a casual rate and penal rates like in Australia and that New Zealand should bring these rates back.

Toby asks about the process with Unite Union. Chloe replies that she is keeping in contact with Unite Union and CTU. Chloe says that there is money available for unions to access in regard to FPA processes. The next steps are on CTU to tell us what to do. Unite Union said they would try to get an FPA for hospitality, but Chloe expects that they intend this to primarily cover hotels and casinos. Toby encourages Chloe to chase it up if she does not hear back soon.

Anna wonders what type of signatures we need to collect for an FPA. Chloe says that she does not know and says that there is no information regarding that yet. Toby says that there has to be some document that the 1000 employees/Members can show support for. He suggests that we need a signed FPA before the next National Government, as they are likely to repeal the law. He thinks that FPAs are worth it, even if they are repealed later, because a lot of employers would not lower working conditions back to pre-FPA levels if that happens. Anne-Lise, Chloe and Toby discuss what would happen if FPA laws were repealed and what else can be done to empower workers to look for better employers. Chloe calls for more hands-on action.

Toby asks about whether RBHU made a submission on the Employment Relations (Extended Time for Personal Grievance for Sexual Harassment) Amendment Bill. Chloe explains that she did not have time to submit anything this month. Toby reminds her she can always let him submit a brief "RBHU supports / does not support this Bill" statement in the future, if time is an issue.

8. General Business

Toby asks if anyone has general business to submit. No general business is raised.

9. Adjournment

Meeting adjourned by Chloe at 8:26PM.