



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

Monday/Rāhina 12th September 2022, 7:00PM.

VENUE: Online via Zoom

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

Absent: Dave Weggery.

Meeting commenced at 7:20PM.

1. Welcome

2. Apologies: Dave was absent.

3. Review of Previous Minutes

The Committee reviewed the draft minutes of the Committee Meetings for July 2022 and August 2022.

Motion: *The Committee approves the Minutes of the July 2022 Committee Meeting.*

Moved: CVR Shastry

Seconded: Anne-Lise Mornard Stott

All in favour: 6

All opposed: 0

Motion Passed

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

Moved: Chloe Ann-King

Seconded: Anna Krykunivsky

All in favour: 6

All opposed: 0

Motion Passed

4. Leader's Update

Chloe informed the Committee that the union had 11 new members, bringing our total membership up to 240 members.

Chloe announced that the union had a successful month of media advocacy, with three articles in the news media, including an interview with 1 News. Chloe outlined the topics of each news article and our contributions.

Moving onto RBHU legal advocacy, Chloe informed the Committee that she has filed three personal grievances for hospitality workers in the past month, as well as three information requests on behalf of hospitality workers. Toby added that we had responded to a couple of inquiries through the Help Centre, noting that RBHU is focusing on other areas as priorities at the moment. Chloe then discussed the value in ensuring that RBHU legal advocacy mahi is sustainable and pointed to the need for further conversation around this issue. Anna expressed her support for an approach where RBHU delegates tasks to hospitality workers when assisting them with their employment issues.

Moving onto RBHU political and law reform work, Toby indicated that Chloe had attended a meeting on the Better Work Action Plan. Chloe provided details on the Government's goals of transforming the hospitality industry, with the introduction of eight concepts to form a Better Work Action Plan. Chloe explained that she went along to a workshop run by the Ministry of Business, Innovation and Employment ("MBIE"), where we had our voice heard at a national level. Chloe reported that MBIE staff acknowledged that RBHU should have been included in the initial Better Work Action Plan Committee and wished to include RBHU moving forward. Chloe noted that a suggestion was put forward to establish a sub-committee for hospitality and tourism workers to have an ongoing voice as part of the implementation of the Better Work Action Plan.

Toby asked for an update on the Fair Pay Agreement work. Chloe said that there should be more resources from the Council of Trade Unions by November 2022 as to how unions can collect signatures for fair pay bargaining. Toby noted that the employees covered by a possible hospitality-sector Fair Pay Agreement could impact whether or not RBHU has a seat at the negotiating table. Chloe expressed that RBHU did need to follow up with Unite Union and asked if any other Committee Members wanted to take on this relationship. Anna indicated that she would be keen to be a line of communication between RBHU and Unite Union. Toby asked Chloe to inquire with the RBHU Online Strategist Ben McMahon to establish an RBHU email address for Anna.

5. Treasurer's Update

Bhupendra updated the Committee on a meeting between himself and Toby in the past month to discuss treasurer matters. Toby gave an indication of the RBHU income and expenses to date and expressed that a more detailed breakdown would be provided at the next Committee Meeting.

6. MBIE Temporary Migrant Worker Exploitation - Stakeholder Initiatives Pilot

Toby informed the Committee that members of the MBIE Pilot Sub-Committee met over the past month. Toby signaled that the Sub-Committee was considering the creation of two part-time contractor roles, with one role as a content creator or communications advisor focused on digital design aspects, and a second role as a migrant educator focused on relationship-building with migrant communities and delivering events with those communities. Toby encouraged Committee Members with views to contact the Sub-Committee. Toby then stated that the next steps would be to put out job adverts for these roles. As an early indication, Toby signaled that roughly \$35,000 out of the MBIE funding may go towards remuneration for these two roles, recognising that there are many additional costs beyond basic remuneration for these two roles.

Bhupendra asked Toby to give more details on the skills expected for these roles. Toby responded by outlining that a communications advisor would have skills with a range of social media platforms, while a migrant educator would bring their lived-experience as a migrant to the role and build trust with migrant communities. CVR stated that temporary migrant workers tend to be from European and South American countries and noted that it should be easier to find a content designer than a migrant educator. CVR added that the Sub-Committee was considering the value in having geographical spread for the two roles. Anne-Lise asked about the costs of translation services. Toby replied that translation work would be another expense for this Pilot, listing a range of other costs which could fall under the funding for the Pilot.

7. RBHU Committee Retreat 2022

Chloe reflected on the need for consulting with Members when making some decisions for the RBHU Committee Retreat 2022 (“the Retreat”). The Committee then discussed travel arrangements for getting to the Retreat.

Chloe gave the Committee an update on the financial planning for the Retreat. Chloe then asked Committee Members as to their preferred number of nights for the Retreat: two nights or three nights. Anna indicated that it would not be an issue for her. Other Committee Members (except for Bhupendra) expressed a preference for three nights. CVR asked whether RBHU Members would be coming for the Retreat. Chloe answered that the Retreat was just for Committee Members.

Chloe then raised the need for an event budget for the Retreat. Chloe proposed \$4,500 as a reasonable amount for the budget limit. CVR asked whether RBHU can afford Committee Members for three nights. Chloe confirmed that RBHU can absolutely afford this.

[CVR then left the Committee Meeting.]

Motion: *The Committee approves a budget of \$4,500 for the RBHU Committee Retreat 2022.*

Moved: Anna Krykunivsky

Seconded: Anne-Lise Mornard Stott

All in favour: 5

All opposed: 0

Motion Passed

Chloe and Toby then discussed potential workshops for the Retreat, including media training with Ali Mau, employment law, and strategic planning.

8. General Business

Toby asked if anyone has general business to submit. No general business was raised.

9. Adjournment

Meeting adjourned by Chloe at 8:11PM.