



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

Monday/Rāhina 10<sup>th</sup> October 2022, 3:00PM.

**VENUE:** Aio Wira Seminar and Retreat Centre, 8 Aio Wira Road, Waitākere, Auckland

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

**Absent:** Bhupendra Bhattarai.

Meeting commenced at 3:05PM.

**1. Welcome**

Chloe welcomed the Committee Members and thanked them for their in-person attendance at the 2022 RBHU Committee Retreat.

Chloe expressed her excitement for the Retreat.

- 2. Apologies:** Bhupendra is unwell so is unable to attend today’s Committee Meeting. Dave Weggery has resigned from the Committee on 27 September 2022. We have written to Dave today to thank him for his service.

**3. Review of Previous Minutes**

*(This item was considered after the Leader’s Update.)*

The Committee reviewed the draft minutes of the Committee Meetings for September 2022.

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

**Moved:** Toby Cooper

**Seconded:** Chloe Ann-King

**All in favour:** 5

**All opposed:** 0

**Motion Passed**

**4. Leader’s Update**

Chloe informed the Committee that the union had 8 new members, bringing our total membership up to around 250 members.

Chloe informed the Committee that Toby, CVR, and Anna all attended a workshop run by the Ministry of Business, Innovation and Employment (“MBIE”) on the Better Work Action Plan, phase one of the Tourism Transformation Action Plan. This followed Chloe’s attendance at a workshop before the previous Committee Meeting. Committee Members gave feedback on the Better Work Action Plan, expressing concern around the lack of hospitality workers at the leadership level.

Chloe conveyed that she and Anna had prepared a written submission on the Tourism Transformation Action Plan. This submission was delivered to MBIE on 14 September 2022. Chloe commented that the submission was loudly received by MBIE, noting that she had an online meeting with Sally Page, Principal Policy Advisor of the Tourism Branch at MBIE on 6 October 2022 to discuss the submission. In giving feedback on our submission, MBIE valued the wish list for what a good hospitality employer looks like.

Chloe then discussed the media advocacy over the past month. This focussed on values-based reporting on a job advertisement by Avida Bar in Wellington. The advert was posted on a Facebook workers group (Wellington Bartender Exchange) and was poorly received by members of the group. Chloe then texted Melanie Carroll, a journalist at Stuff, who ran a story on the Stuff website which quoted Chloe and Anna as well as an anonymous RBHU Member. Chloe and Anna expressed that they were very satisfied with the story and how it represented their views accurately. Chloe commented that she would like journalists to quote Members as “Members of Raise the Bar” more often.

Chloe noted that ongoing discussions were being held in relation to establishing a sub-committee for hospitality and tourism workers to have an ongoing voice as part of the implementation of the Better Work Action Plan.

The Committee discussed the work relating to Fair Pay Agreements (“FPA”). Chloe met with Tali Williams from the Council of Trade Unions who is heading up FPA work. Chloe explained that RBHU needs to be proactive with Tali. Chloe was told that on 18 October 2022, the FPA Bill will have its second reading, and information on signature collection will be made around 2 November 2022. The Committee discussed that fast food and casino worker unions could cover all of hospitality for FPA bargaining, but no union covers tourism. Chloe would like to think about RBHU expanding to cover tourism workers. CVR expressed concern about how different industries bring different levels of experience to FPA bargaining. CVR encouraged RBHU to speak with other unions before we get to the negotiating table. Chloe explained RBHU has reached out to Unite Union and would also reach out to Equity NZ, a representative group for actors.

Moving onto RBHU legal advocacy, Chloe informed the Committee that personal grievances for three hospitality workers with a single hospitality employer had been resolved via settlement in the past month. These were resolved through back-and-forth correspondence and productive conversations.

## **5. Treasurer’s Update**

The Treasurer was absent, so there was no Treasurer’s Update.

## 6. General Business

Toby asked if anyone has general business to submit.

CVR indicated that he would like to talk about RBHU supporting a tipping ban. He commented that as a dishwasher, he often does not get a share of tips from waiters. He expressed that he believed it disadvantages back-of-house (“BOH”) workers, mostly immigrant workers who are lonely.

Anna shared her experiences at work with different company policies regarding tip sharing. Anne-Lise commented that the culture in New Zealand is tight around tipping. She discussed that you get two extreme situations, one where tipping is an integral part where people make money and workers are dependent on tips (which corrupts the relationship), and the other extreme where there is no tipping at all and customers cannot show their appreciation. Anne-Lise noted that many New Zealanders are against tips overall, but it happens more in high-end places. Anne-Lise noted that she does not want the tipping culture to be a thing in New Zealand, and that it should remain voluntary.

Toby suggested that if there is tipping in a workplace, there has to be a clear policy about what happens to the tips, so that everyone knows. Anne-Lise acknowledged that front-of-house (“FOH”) roles and BOH roles are different for difficult reasons, but that the work of FOH staff is emotionally draining.

CVR added that downtown Auckland has a tourism culture, so there is much more of a tipping culture. CVR acknowledged that FOH staff deal with bullying customers. Anna replied that the solution is company-by-company.

Chloe added that BOH is harder than everything she has ever done, but that FOH is bad for its own reasons. Chloe suggested that the core of the issue is not tips, but that there is a disconnect between FOH and BOH and a lack of communication.

CVR noted that fairness is the point he is making there, not banning tipping. Anna noted that fairness can be subjective. Chloe added that she encourages people to focus on the systemic problems, not the individual problems. CVR noted that there is an imbalance. Anne-Lise adds that for some venues, FOH workers contribute more, and at other venues, BOH staff contribute more.

Toby acknowledged that we all appear to agree on the value of empowering workers to initiate open conversations about tipping with workers and workplaces having clearer policies around tipping. Anne-Lise encouraged this approach, adding that we should empower workers to ask for higher wages.

CVR noted that some migrant workers will accept lower conditions and not ask for higher wages. Anne-Lise said that we need to combat the culture of loyalty towards employers.

**MINUTES OF COMMITTEE MEETING FOR RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)**  
Monday/Rāhina 10<sup>th</sup> October 2022, 3:00PM.

Anna asked about whether there is mandatory long service leave in New Zealand. Toby confirmed that there is not.

CVR raised the concern about workers stealing tips. Chloe expressed that this is likely to be less common than employers stealing tips.

Toby wrapped up the conversation by summarising the points made by everyone and indicating that we could move forward by discussing this issue as part of the wider conversation about our strategic goals.

**7. Adjournment**

Meeting adjourned by Chloe at 4:02PM.