



**MINUTES OF COMMITTEE MEETING FOR
RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)
Monday/Rāhina 28th November 2022, 7:00PM.**

VENUE: Zoom.

Attending: Chloe Ann-King, Toby Cooper, Anne-Lise Mornard Stott (arrived 7:16PM), CVR Shastry, Anna Krykunivsky, Bhupendra Bhattarai (arrived 7:20PM).

Absent: None.

Meeting commenced at 7:09PM.

1.	Welcome Chloe starts with thanking everyone for attending. Chloe asks the Committee Members how they are doing. The Committee Members present each take it in turn to give a brief informal update on their personal lives.
2.	Apologies Anne-Lise and Bhupendra both sent in apologies for arriving late (7:20PM).
3.	Review of Previous Minutes Motion: The Committee approves the Minutes of the October 2022 meeting. Moved: Toby Cooper Seconded: Chloe Ann-King All in favour: 4 All opposed: 0 Outcome: Motion Passed
4.	Leader’s Update



Chloe announces that in October we had 16 new members.
Toby suggests sending out welcome packs to new members.

[Anne-Lise arrives.]

The union was quoted in four news segments (The Spinoff, 1News, Stuff and Newshub).

Social media saw massive engagement on the back of visual communications with the engagement up 133% due to the use of infographics and with good comments from members and followers.

Chloe had a meeting with Tali Williams from NZCTU to discuss how exactly signatures for the FPA would be collected. Tali is preparing a digital form for us to move forward with FPAs so we can collect signatures ourselves.

[Bhupendra arrives.]

Chloe had a phone call meeting with Richard from CTU about using a physical space for RBHU. We are getting closer which is exciting.
Toby asks if Trades Hall is owned by CTU. Chloe says she thinks so, notes that it is meant to be a space for unions but only two unions are present. Among other tenants are film companies renting the space for cheap. Chloe says that she hopes to get six months free for RBHU, then for us to pay at a discounted rate.
Chloe will let RBHU know once there are updates.

Chloe had a productive meeting with people overseeing the Tourism Hospo Action Plan.

[Discussion omitted from minutes due to confidentiality.]

Chloe and Toby meeting with Jim from NZCTU and Simon Oosterman from PSA. They gave useful feedback on collective organizing and site visits. Jim is mentoring Chloe, answering questions on organizing on a collective level. Is happy to answer questions from the committee.

Raise The Bar had a retreat earlier in October where we set strategic goals in undertaking and building collective power during workshops.

Legal updates:

- Chloe settled three PGs last month but employer has breached these.
- Working with workers to resolve that and take legal action.



	<p>Toby mentions that these issues are uncommon although Chloe says it's increasingly common in hospo and contributes to employees not wanting to take legal action against employers. Anna shares Chloe's frustration with the issue, Chloe would like to see more work done regarding enforcement when the union gets more resources.</p> <p>Help Centre inquiries: October was a slow month with five phone calls, ten emails and just one message on Messenger. Toby and Chloe wonder why this month was slow: it might be due to hospo workers being very busy this time of year, or not knowing about the help center, or simply a lack of exploitation. Anne-Lise reckons that because the work market is skewed towards employees at the moment, workers might be taking advantage of it to change their workplace instead of confronting their employers.</p>
<p>5.</p>	<p>Treasurer's Update</p> <p>Bhupendra sent the finance statement out to the Committee.</p> <p>He was confused about the status of some legal fees, Toby said the invoices for those (for advocacy work done by him and Chloe) were being finalised and will be communicated later.</p> <p>Toby needs to be reimbursed for Incorporated Societies registration fee.</p> <p>Bhupendra says that the bank is opening another account for RBHU to hold the MBIE funds. (He wonders if we should move some (\$40,000 to \$45,000) MBIE funds to a savings account to take advantage of interests.) Toby explains that this is for managing MBIE. We need to keep them separate from Union funds as much as possible. The funds also should remain available for their purpose (might be an issue to access funds from a savings account).</p> <p>Toby announced he set up 2 persons authorisation on union accounts to increase security.</p> <p>Bhupendra says that we should backup the invoices on the Onedrive folder.</p>



6. MBIE Pilot Update

CVR and Toby are meeting with MBIE this week. Job ad has been running for 3 weeks.

Toby reckons the following motions regarding expected salary expenses for the people hired to do the mahi around the MBIE project are important because we're talking about major fund transfers.

Chloe and Anna are leaving the meeting for the following discussion (7.44pm) because they each expressed a potential conflict of interest in that they were considering applying for the positions.

Toby mentions that for budget planning, the proposal is based on 6 month contracts. The pay is calculated on the base of 26 weeks, max rate of \$30/hour (bottom rate of \$25 depending on skills and experience), max 15h/week for the educator and 20h/week for graphic designer. This represents the majority of our funding.

Anne-Lise is comfortable spending that money on 2 part-time positions.

Motion: The Committee agrees to allocate up to \$11,700 to pay for the services for the person appointed into the Community Educator role.

Moved: Toby Cooper

Seconded: Anne-Lise Mornard-Stott

For: CVR, Bhupendra, Anne-Lise, Toby (4)

Against: 0

Outcome: PASSED

Motion: The Committee agrees to allocate up to \$15,600 to pay for the services for the person appointed into the Social Media Graphic Designer role.

Moved: Toby Cooper

Seconded: Anne-Lise Mornard-Stott

For: CVR, Bhupendra, Anne-Lise, Toby (4)

Against: 0

Outcome: PASSED

Chloe and Anna are welcomed back into the meeting. Chloe congratulates the committee on making it this far with the union. Toby adds that being able to hire people will increase our work output by a lot.



	<p>Anne-Lise asks if the union will retain ownership of the content created under the MBIE funding. Toby says he is pretty confident this will be the case.</p>
<p>7.</p>	<p>Mental Health Issues – Discussion</p> <p>Brought forward by CVR.</p> <p>CVR talks about how things can be intense, a pressure cooker space in part because of stressful workplace relations. CVR shares his perspective as a dishwasher and a male. Dishwashers are treated like punching bags. He reckons the real stress is in the BOH.</p> <p>Within the workplace, tempers, aggression can be normalised.</p> <p>We need to talk about mental health and mens’ mental health. Some workers have a sense of self-importance.</p> <p>Mental health is so important.</p> <p>We need to make our fellow workers realise that these issues are not normal and we need real conversations on mental health.</p> <p>Toby agrees that mentally vulnerable people can have a hard time opening up about mental health.</p> <p>CVR responds that his employer is paying min wage but expecting too much out of him. He says the Migrant Exploitation Bill traps the employers and make them look guilty when they can be the employee’s first line of defence against a stressful work environment.</p> <p>Toby asks CVR what he expects from the union on the subject. CVR replies that we need a conversation around the work environment, work hours etc.</p> <p>Chloe notes that hospo workers in Wanaka, queer men, put together a mental health day and group. They had a couple of beers and talked about what it was like to work in hospo.</p> <p>Anna suggests a social media post in relation to men's health, with the idea that we need to be aware of it all the time. She remembers posts from other organisations mentioning reaching out and being strong through vulnerability.</p>



	<p>Anne-Lise suggests that CVR can do a first draft of a post on Trello to push a conversation on social media before the end of November (Men’s health month).</p>
<p>8.</p>	<p>Social Media Communications – Discussion</p> <p>Anna expressed that things are heading in the right direction. Collaboration is helpful, to have different eyes, we each pick up different things. As many people that can tweak, edit, and polish are making our message really strong.</p> <p>Anna was going to put together a few things for everyone to have a look at but will make time for it this week.</p> <p><i>[CVR leaves.]</i></p> <p>Chloe notes on the great engagement, especially on the infographics. She got great feedback on the graphic design side of it, and recognises that language can use a tweak.</p> <p>Anne-Lise provides the Committee with guidance on using Trello. She encourages everyone to post any idea they have on the board so others can help with them. Anna says even “bad” ideas are good to submit. Anne-Lise doesn’t think every social media post needs to be submitted for feedback, but that if there is time to spare before publishing, Trello can be a way to give other committee members a chance to see and give feedback on the content. Anna disagrees in that she wants to have a chance to see everything that is posted on social media before it goes live. Toby reminds the committee that we’ll soon be contracting a social media person, and that it’s not fair to expect volunteers to spend more than a couple hours a week working on social media content. Chloe says social media persons need to feel trusted, and that’s why we have tools and a kaupapa and are developing a social media policy.</p>
<p>9.</p>	<p>RespectEd Aotearoa – Wellington Safer Venues Project</p>



	<p>Educate about sexual harassment to organisations.</p> <p>Dave (from RespectEd) wants to know if we want to contribute to their mahi to protect NZ from sexual harm. They had too much engagement from hospo employers and want more engagement from hospo workers.</p> <p>Chloe wants to know how we feel about, knowing how much of a problem sexual harassment is, if this is something RBHU should work on, have a relationship with as a union. She personally believes it is in our vicinity because it's such a massive problem in the industry.</p> <p>The question doesn't need to be answered right away and Toby confirms that no motion is required (in the chat). Toby mentions that they used to be called "Sexual Abuse Prevention Network".</p>
10.	General Business <p>Anna asks for a Fair Pay Agreements news article update.</p> <p>Chloe says that RBHU is about to publish that post. It is scheduled.</p> <p>Toby asks to set date for next meeting. Chloe is happy for a meeting before the holidays so we can clock off. Toby thinks we should do a meeting in December or January but not both. Toby proposes the 19th of December with the following meeting at the start of February. Everyone seems happy with that date.</p>
11.	Adjournment <p>Chloe sends the members off by asking everyone how they are feeling and inviting them to have a chat after the end of the recording.</p> <p>Toby thanks Chloe for her time management so we could go over a lot of things at the meeting. Anna is satisfied with the meeting. She mentions she has had hard times but is looking forward to next year.</p>

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	<p>Anne-Lise says she feels good about the meeting. She feels quite busy at the moment but is looking forward to a big break after Christmas. Chloe is grateful for the support from Toby and the rest of the committee.</p>
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Meeting adjourned by Chloe at 8:29PM.