



**MINUTES OF COMMITTEE MEETING FOR  
RAISE THE BAR HOSPITALITY UNION INCORPORATED (“RBHU”)  
Monday/Rāhina 19<sup>th</sup> December 2022, 7:00PM.**

**VENUE:** Zoom.

**Present:** Toby Cooper, Bhupendra Bhattarai, CVR Shastry, Anne-Lise Mornard-Stott

**Absent:** Chloe Ann-King, Anna Krykunivsky.

Meeting commenced at 7:09PM.

<b>1.</b>	<b>Welcome</b> <p>Toby proposes that he will chair this Committee Meeting due to Chloe’s absence, with no objections from the Committee. Toby thanks everyone for coming and wishes everyone well around the holidays. He echoes Anna's wishes for self care to all Committee Members, which she has expressed via Messenger chat prior to the Meeting.</p>
<b>2.</b>	<b>Apologies</b> <p>Chloe sends her apologies due to family emergency. Anna sends her apologies, though she has sent some notes over Messenger chat.</p>
<b>3.</b>	<b>Review of Previous Minutes</b> <p>Toby thanks Anne-Lise for typing up the November 2022 minutes. Toby notes that we need to correct typos and redact confidential information so they can be published on the website. He also proposes changing the wording regarding the paid roles we are bringing on as part of the MBIE Pilot: from "the roles are on a 6 months contract" to "for budget planning, the proposal is based on 6 month contracts". (With no objections raised, these corrections are made by the Co-Secretaries following the Committee Meeting.)</p> <p>Motion: The Committee accepts the draft Minutes of the November 2022 meeting.</p>



	<p>Moved: Toby Cooper Seconded: CVR Shastry All in favour: 4 All opposed: 0 Outcome: Motion Passed</p>
<p><b>4.</b></p>	<p><b>Leader's Update</b></p> <p>(This is given by Toby in the absence of Chloe.)</p> <p>In the past 19 days, 2 new Members joined the Union. The Union settled 1 employment dispute involving an employee exit plan. Chloe had commented to Toby that it was a reasonably positive outcome.</p> <p>Chloe told Toby that she had noticed that we were making progress on site visits. In particular, Toby sent some legal notes on site visits to the Committee.</p> <p>The Committee was planning on visiting 2 sites in the Auckland area. Toby expressed that Chloe will put together a help pack.</p> <p>RBHU has hired a Community Educator: Chloe will take on the role.</p> <p>Toby conveyed that Chloe was working closely with a Stuff journalist on an investigative piece about hospo employer who defrauded tens of thousands of dollars from RBHU Members. Chloe worked on getting the credit for the work of the Union on holding that employer to account and making sure the Members' stories were told.</p>
<p><b>5.</b></p>	<p><b>Treasurer's Update</b></p> <p>Bhupendra noted that he had \$40,000 transferred to RBHU savings account to accrue interest.</p> <p>Bhupendra said that he was told by Chloe that RBHU needed to pay \$300.00, but he was not sure. Toby suggested that the Committee needed to clear this up. Bhupendra and Toby discuss how money can typically be received as part of a settlement, with Toby noting that RBHU receives money from employers as a contribution to costs and employees as a settlement fee. Toby says we can settle this at the next meeting, and that any money paid out to advocates should be accompanied by an invoice.</p>



	<p>Bhupendra wonders if there is anything that RBHU can do regarding the violence against convenience shop owners and employees that happened recently. Toby makes a note for the Committee to discuss this as part of General Business.</p>
<p><b>6.</b></p>	<p><b>MBIE Pilot Update</b></p> <p>Toby says the RBHU MBIE Pilot sub-committee has shortlisted 3 candidates for the Community Educator position (out of 9 applications). They ran Zoom interviews with the 3 applicants, 2 were strong, 1 was offered the role (Chloe). Liang “Andy” Zhang (immigration adviser) came across as very passionate about the role, so we are looking at using small portions of the funding to gift him a honorarium (\$2000.00) so he can spend some time to link us up with the Chinese migrant community. The sub-committee has a meeting with MBIE tomorrow.</p> <p>Toby explains that no interviews for Social Media Graphic Designer has been held yet because of the sheer number of applications (over 150 applicants) to look over, so this will be happening in January 2023.</p> <p>Toby conveys that Chloe has accepted the role and is humbled and excited to develop educational workshops for hospo workers and further engage with migrant communities.</p> <p>CVR is happy with the process and was impressed by Chloe's application. He is interested in Andy's skills and how he could help RBHU.</p> <p>Bhupendra is also looking forward to working with a representative of the Asian migrant community. He proposes to offer him a Committee role. Toby says it would be very useful. Toby clarifies for the record that we are not hiring Andy but welcoming him as a volunteer with a koha of \$2000.00.</p> <p>Bhupendra asks to put this expense to the Committee to ensure no one objects to it. No one has objections.</p>
<p><b>7.</b></p>	<p><b>Charging for Personal Grievances – Discussion</b></p> <p>This item is brought up by Chloe, so Toby wants to keep it high-level so we can discuss it with her further later.</p>



Toby clarifies that the work involved in writing a personal grievance is often 2 to 4 hours (emails, meetings etc.) and Chloe is wanting to look at sustainable options so the work that our advocates doing can go back to the Union. Toby asks the Committee to think about how much we want to charge and how much should go to the advocate and Union.

Toby conveys a statement from Chloe, saying that some Members do not value the work that goes into them because they don't pay for it, or we are finding that employers are breaching settlement agreements and are not paying. Chloe wants to charge an affordable, accessible and equitable amount per hour, and proposes charging \$35.00 to \$60.00 per hour to Members based on a sliding scale of income. Toby asks what Committee Members think.

Anne-Lise thinks advocates should be compensated, and we should charge an hourly fee if the membership is free, but we should aim to make our money through membership fees.

Bhupendra asks to see the details of Chloe's statement. Toby invites Bhupendra to have a discussion with Chloe so they can work on a proposal for a sliding scale for hourly rates for our legal advocacy.

CVR supports Anne-Lise point of view: we are a small union with volunteers who spend a lot of time doing mahi for personal grievances and they should be compensated for their work.

Toby confirms that Chloe wants to respond to every query but doesn't have time. Toby insists that unless we can hire paid staff, we are not in a position to respond to every query. The question of funding is still up in the air. CVR proposes to charge members who request work on a personal grievance to pay the annual membership fee of \$10.00 first. Toby says it is unlikely to cover much of the time.

Bhupendra asks who pays for personal grievance work. Toby says the employer's settlement money covers the costs, but it sometimes happens that the employer doesn't pay and then the Union is out of pocket. Bhupendra agrees with Chloe's statement and agrees we should be charging members.

Toby agrees with Anne-Lise in that he doesn't want members to see personal grievance work as a "Premium" service, and other unions take a more egalitarian approach to Membership fees. He wants to know what other unions do.

Bhupendra agrees we need to talk to other unions and considers that



	<p>Members who pay for services will be more serious about them. Toby invites Committee Members to talk to other workers and get a feel for how they would react to fees being charged.</p>
<p><b>8.</b></p>	<p><b>Application to Youth Grant</b></p> <p>This agenda item was put forward by Chloe. This relates to a funding application for the Youth Movement Fund, where Anna is on the Committee.</p> <p>Toby conveys that RBHU needs to apply by the end of the month. Chloe asks for 1 or 2 people to support her to write a funding application. Bhupendra offers some help and agrees to contact Chloe after the Committee Meeting.</p>
<p><b>9.</b></p>	<p><b>General Business</b></p> <p>In her note to the Committee, Anna wanted to discuss self-care for Committee Members, stipends for Committee Members, and building the operational side of RBHU.</p> <p>Bhupendra agrees Committee Members should receive some koha from the Union. Anne-Lise is happy to do without the stipend but encourages other Committee Members to reach out and get compensation from the union.</p> <p>The Committee acknowledges the topic brought up by Anna and wishes to discuss this further with her at a future meeting.</p> <p>Bhupendra asks if we can include gifts or compensation to volunteers as a planned expense when applying for funding. Toby says we can, although need to act in line with our Constitution and we are accountable to our Members regarding spending.</p> <p>Bhupendra brought up the issue of crime committed towards dairy shop owners around the country. He wants to know what the Union can do regarding comments and recommendations to help the migrant community affected by the raids. He wants the Union to advocate for stronger crime law reforms.</p> <p>CVR wonders how we can tie it back to hospitality. Bhupendra wonders if we can start a petition or make a joint statement with the Restaurant Association.</p>



	<p>Toby agrees that the expression of general statements or solidarity can fall under the work of the Union. Toby suggests that we can focus the messaging around the values of feeling safe at work and be treated with respect.</p> <p>Bhupendra would like to start a Google Doc or other means to gather feedback from Union Members. Toby doesn't think it's necessary to ask every Member for feedback before starting a campaign.</p> <p>Anne-Lise wants to show solidarity with migrant dairy workers and have a discussion regarding worker safety but is unsure about making specific law reform recommendations because she has different values and beliefs regarding crime response (doesn't believe in "tough on crime" policies) and thinks that any lobbying should be values and outcome-based.</p> <p>Toby asks Bhupendra if he wants the Union to act with a short-term approach like social media announcements and campaigns or a long-term approach of lobbying for law reforms.</p> <p>Bhupendra is keen to start on this quickly. Toby invites him to work on the Trello board to put together a social media post draft.</p>
<b>10.</b>	<b>Adjournment</b> <p>Toby thanks everyone for the work they've done this year. Toby expresses that he is grateful to be working with passionate people.</p> <p>CVR offers to translate some of the social media posts to increase accessibility for migrant workers.</p> <p>Committee Members discuss that the next meeting is planned for the first Monday of February 2023.</p>

Meeting adjourned at 8:16PM.