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**CONFIDENTIAL ATTORNEY-CLIENT  
PRIVILEGED MEMORANDUM**

**DATE:** November 10, 2016

**TO:** Hotel Association of New York City, Inc.  
Labor Relations Members  
General Managers, Controllers and Human Resources Directors

**FROM:** Kane Kessler, P.C.  
Labor and Employment Law Department

**RE:** **2017 Calendar Year Industry Wide Agreement (“IWA”) wage and wage related increases and benefit fund contributions**

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I. January 1, 2017:

A. Health Benefit Fund: IWA contribution rates to the Health Benefit Fund decrease to 26.75% from 31.25% on January 1, 2017, which is inclusive of the diverted Pension and Prepaid Legal Fund contributions.

B. Pension Fund: Hotels must increase their rate of contribution to the Trustees of the New York Hotel Trades Council and Hotel Association of New York City, Inc. Pension Fund from 3.00% to 8.00%.

C. Bellpersons and Doorpersons: Except for those Bell and Door persons who do not regularly receive portage and are paid no less than the IWA Elevator Operator, Passenger rate set forth in Schedule A, the base hourly rates for both Bellpersons and Doorpersons must be increased by Fifty Cents (\$0.50), effective January 1, 2017, as follows:

Base Hourly Rate for Bellpersons (Transient and Semi-Transient)

Current	\$18.1993
January 1, 2017	\$18.6993

Base Hourly Rate for Bellpersons (Residential)

Current	\$19.1795
January 1, 2017	\$19.6795

Base Hourly Rate for Working Bell Captains

Current	\$22.9815
January 1, 2017	\$23.4815

Base Hourly Rate for Doorpersons

Current	\$18.5033
January 1, 2017	\$19.0033

D. Prepaid Legal Fund: Hotels must continue to contribute to the Trustees of the New York Hotel Trades Council and Hotel Association of New York City, Inc. Prepaid Legal Services Fund one quarter of one percent (0.25%) of the wages payable to the employees for the preceding pay period for the purpose of making available certain legal services benefits to employees of the Hotel and their dependents.

E. Industry Training and Scholarship Fund: Hotels must continue to pay the Trustees of the New York Hotel Trades Council and Hotel Association of New York City, Inc. Industry Training and Scholarship Fund the sum of One Dollar and Fifty Cents (\$1.50) per month for each employee on the Hotel's payroll on the 15th day of each month for the purpose of establishing and maintaining programs to train employees for promotion and advancement, and One Dollar (\$1.00) per month for each employee on the Hotel's payroll on the 15th day of each month to provide educational scholarships and tuition aid to dependents of the Hotel's employees.

F. Optical Fund: Contributions remain at \$1.50 per employee per month.

G. Contribution for New Employees: No contributions to the Pension Fund, Prepaid Legal Fund, Training Fund, and Dental Fund (2%) are required on behalf of any "new employee" until nine (9) months after the date of employment. A "new employee" is defined as any employee who was not continuously employed by an Employer that is signatory to the Industry Wide Agreement for at least twelve (12) continuous months within the 24 months preceding employment.

II. July 1, 2017:

A. Industry-wide wage increases: Base hourly rates for all classifications are subject to 3.5% increases (see the Exhibit attached hereto). In addition, the following wage-related items must be increased by 3.5% as well, as follows:

Extra Rooms

Current	\$14.76
July 1, 2017	\$15.28

Cots

Current           \$4.91  
July 1, 2017   \$5.08

Night-Shift Differential

Current           \$1.32 per hour  
July 1, 2017   \$1.37 per hour

Porterage for Bellpersons

Current           \$3.00 per bag (maximum two bags per person)  
July 1, 2017   \$3.11 per bag (maximum two bags per person)

Porterage for Doorpersons

Current           \$1.50 per bag (maximum two bags per person)  
July 1, 2017   \$1.55 per bag (maximum two bags per person)

Bellperson fee pursuant to Article 50(C)

Current           \$1.44 per person  
July 1, 2017   \$1.49 per person

If you have any questions, please do not hesitate to contact David R. Rothfeld, Lois M. Traub, Alexander Soric, Jennifer Schmalz, Jaclyn Ruocco, Michael C. Lydakakis or Robert L. Sacks.

cc:     Joseph E. Spinnato, Esq.  
       Vijay Dandapani, Chairman

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*This memo is provided for informational purposes only.  
It is not intended as legal advice and readers should consult counsel to discuss how these matters relate to their individual circumstances*

<b>CLASSIFICATION</b>	<b>7/1/2017 SCHEDULE A HOURLY RATE</b>
<b>DINING ROOM</b>	
Captains	\$28.7975
Scrub Captains	\$17.0588
Greeters	\$28.4250
Food Servers	\$16.4263
Bus Attendants	\$17.6318
Banquet Captains	\$28.7975
<b>KITCHEN &amp; STEWARDING</b>	
Sous Chef	\$35.4680
Night Chef	\$34.9274
Saucier	\$34.6951
Garde Manger	\$34.6174
Tournant	\$34.6174
Chef de partie & Chef Butcher	\$35.5411
Banquet Chef	\$34.9274
First Commis-Garde Manger	\$33.7680
First Commis-Saucier	\$33.7680
First Commis-Others	\$33.6137
Working Chef	\$34.5411
First Assistant	\$33.7680
All Assistant Cooks-White Jackets	\$33.3051
Pastry Chef	\$35.0806
First Assistant	\$33.8449
All Other Assistants	\$33.3051
Ice Cream Chef	\$34.3083
Head Baker	\$34.5411
Night Bakers	\$34.0000
Bakers	\$34.0000
Head Vegetable Preparers	\$31.4126
All Other Vegetable Preparers	\$31.1511
Chicken and Fish Butchers	\$33.3051
Head Oyster Preparer	\$32.3020
All Other Oyster Preparers	\$31.9917
Head Pantry Person	\$31.9154
Pantry, Coffee Persons	\$31.4911
Head Silver Cleaner	\$31.2566
Regular Silver Cleaner	\$30.8714
Dishwashers	\$30.8714
Potwashers	\$31.1043
Floor Stewards	\$33.3051
Kitchen Runners	\$30.8723
<b>EMPLOYEES' CAFETERIA</b>	
Head Cook	\$33.3051
Assistants	\$31.9917

<b>BAR</b>		
Bartenders (Public Bars)		\$32.5320
Bartenders (Service Bars)		\$33.6909
Bartender's Helper		\$30.8714
<b>HOUSEKEEPING</b>		
Floor Housekeepers		\$33.2777
Room Attendants		\$31.7609
Bath Attendants		\$31.7609
Housekeeping Attendants		\$31.7609
Window Washers/Housekeeping Attendants		\$32.1469
Wall Washers		\$32.1469
Furniture Polishers		\$31.3354
<b>LAUNDRY</b>		
Washers		\$31.4911
Wash Room Helpers		\$31.2566
Guest Markers/Assorters		\$31.2566
Hand Ironers		\$31.2566
Operators and Starchers		\$31.1820
Hand Washers		\$31.1820
Curtain Processors		\$31.1820
Flat Workers, Shakers, Feeders, Receivers, Folders		\$31.1043
Misc. Laundry		\$31.1043
Mini-Laundry Employees		\$31.4126
<b>FRONT SERVICE</b>		
Stationary Bell Captains		\$33.4326
Working Bell Captains	1/1/17 - \$23.4814	7/1/17 - \$24.3033
Elevator Starters		\$31.9154
Elevator Operators, Passenger		\$31.8069
Elevator Operators, Service		\$31.8926
Bell Persons, T	1/1/17 - \$18.6993	7/1/17 - \$19.3538
Bell Persons, ST	1/1/17 - \$18.6993	7/1/17 - \$19.3538
Bell Persons, Porters, R	1/1/17 - \$19.6797	7/1/17 - \$20.3683
Lobby Porters		\$31.3749
Door Persons	1/1/17 - \$19.0033	7/1/17 - \$19.6684
Checkroom Attendants		\$30.7186
Package Room Messenger		\$17.6080
Package Room Employees		\$31.2197
Driver-Bell Persons		\$25.2488
Driver-Door Persons		\$25.2488
Chauffeurs and Drives (full time)		\$33.1220
<b>WHITE COLLAR – ADMINISTRATIVE</b>		
Accounting Clerks		\$31.9917
Circuit Clerks		\$31.6054
Concierges		\$33.1509
E.F. Typists		\$31.6837
F&B Checkers		\$31.7609
F&B Control & Card Control Clerks		\$31.6837

File Clerks	\$31.5297
Floor Clerks	\$31.2197
F.O. Cashiers	\$32.1837
F.O. Coordinators	\$33.1509
Guest History Clerks	\$31.5297
House Officers	\$33.2389
Key, Mail, Information Clerks	\$31.5297
Night Auditors	\$32.4169
Payroll Clerks	\$31.9154
Reservation Clerks	\$31.6829
Restaurant & Beverage Cashiers	\$31.6837
Room Clerks	\$32.2237
Stenographers	\$31.8386
Timekeepers	\$31.6837
Typists	\$31.6837
Voucher Clerks	\$31.6837
Security Guards	\$31.4126
Telephone Operators	\$31.8386
<b>ENGINEERING</b>	
Engineers	\$34.3083
Boiler Room Attendants	\$33.5351
Oilers	\$33.3431
Electricians	\$33.6909
Electric Switch Board Operators	\$33.0737
Helpers	\$32.6106
Helpers in Engineering Department	\$32.6106
Air Condition Control Mechanics	\$33.6137
Refrigeration Mechanics	\$33.7680
Painters	\$33.6137
Paper Hangers and Sign Painters	\$34.0000
Wood Finishers and Polishers	\$33.6137
Upholsterers	\$33.6137
Upholsterers' Sewers	\$33.2271
Maintenance Employees	\$33.6137
Maintenance Helpers and Apprentices	\$32.6103
<b>VALET DEPARTMENT</b>	
Tailors	\$31.6443
Pressers	\$31.6443
Dry Cleaners	\$31.9549
Runners and Delivery Employees	\$17.0165
<b>PRINT SHOP DEPARTMENT</b>	
Compositors	\$31.5677
Press Operators and Linotypists	\$32.3394
Miscellaneous Employees	\$31.1820
<b>TURKISH BATHS</b>	
Masseurs/Masseuses	\$16.4263
Attendants	\$16.5623

Steam Room Attendants	\$16.3585
Floor Attendants	\$17.8775
<b>MISCELLANEOUS</b>	
Audio Visual Technician	\$33.6909
Carpet Cleaners	\$31.7609
Floor Polishers	\$31.7609
F&B Storeroom Attendants	\$31.3749
Furniture Polishers (Maintenance)	\$32.6877
Incinerator Attendants	\$31.6837
Kitchen Fire Person	\$31.6054
Linen Handlers/Distributors	\$31.1043
Linen Room Personnel	\$30.7960
Linen Room Sewers	\$30.9500
Locker Room Attendant	\$31.1066
Minibar Attendant	\$31.7609
Newspaper Deliverers	\$30.7960
Pages	\$22.0388
Sidewalk Cleaners	\$31.2197
Soda Fountain Employees	\$31.6054
Swimming Pool Attendant	\$31.1429
Window Cleaners F.T.	\$33.6260
Yard and Sanitation Employees	\$30.8714

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**CONFIDENTIAL ATTORNEY CLIENT PRIVILEGED INFORMATION**

**DATE:** January 27, 2016

**TO:** Hotel Association of New York City, Inc.  
Labor Relations Members  
General Managers, Human Resources Directors and Controllers

**FROM:** Kane Kessler, P.C.  
Labor and Employment Law Practice Group

**RE:** Agreed Upon Changes to Fund Contributions

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The Hotel Association's Board of Directors has approved a shifting of contributions between the Pension Fund and the Health Fund, beginning with contributions due in February 2016. The shifting of contributions is necessary to meet the initial expenses associated with the construction of the new Brooklyn Health Center.

The shifting of contributions does not result in any additional costs to Hotels.

Accordingly, Fund contributions are revised as follows:

Pension Fund

Effective Date	Contribution Rate
January 1, 2015	9.50%
July 1, 2015	6.00%
January 1, 2016	2.50%
July 1, 2016	3.00%
January 1, 2017	8.00%
January 1, 2018	10.00%
July 1, 2018	10.50%
January 1, 2026	11.50%



Health Benefits Fund

Effective Date	Contribution Rate
January 1, 2015	23.50%
July 1, 2015	27.00%
January 1, 2016	31.00%
January 1, 2017	26.50%
January 1, 2018	24.50%
January 1, 2019	25.25%
January 1, 2020	26.50%
January 1, 2021	27.00%

The above rates are exclusive of the Prepaid Legal contribution diversion or provided for in the 2015 MOU.

Except as expressly noted above, there are no additional changes to the 2015 Memorandum of Understanding between the Hotel Association and the New York Hotel Trades Council.

If you have any questions, please do not hesitate to contact David R. Rothfeld, Lois M. Traub, Alexander Soric, Jaclyn Ruocco, Robert L. Sacks, Michael C. Lydakakis or Jennifer M. Schmalz.

cc: Vijay Dandapani, President and CEO  
Hervé Houdré, Chairman