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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 |