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***CONFIDENTIAL ATTORNEY-CLIENT  
PRIVILEGED MEMORANDUM***

**DATE:** March 7, 2014

**TO:** HANYC Labor Relations Members and General Members Who Are Bound to the Industry-Wide Collective Bargaining Agreement (“IWA”) General Managers, Human Resource Directors and Controllers

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

**RE:** Negotiation for a Wages-Only Extension of the IWA

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Yesterday, at a General Membership meeting, we notified Hotels that the Association’s Board of Directors had unanimously voted to accept the Hotel Trades Council’s request to commence negotiations for a wages-only extension of up to five years of the current IWA.

In order to allow the Association to represent your Hotel in these negotiations, you must sign the attached Authorization. Failure to do so will expose your Hotel to direct one-on-one negotiations with the Union, and other ramifications, when the current IWA expires on June 30, 2019, which we believe is inadvisable.

Accordingly, please sign and return the attached authorization by April 1, 2014 to:  
[nfranzitta@kaneessler.com](mailto:nfranzitta@kaneessler.com)

If you have any questions, do not hesitate to contact David R. Rothfeld, Judith A. Stoll, Niki J. Franzitta, Lois M. Traub, Alexander Soric or Robert L. Sacks.

cc: Joseph E. Spinnato, Esq.  
Geoffrey A. Mills, Chairman

**BARGAINING AUTHORIZATION AND CONSENT**

The Hotel Association of New York City, Inc. (“HANYC”) is hereby authorized to engage in early negotiations for a successor to, or extension of, the Industry Wide Collective Bargaining Agreement (“IWA”) on behalf of the undersigned Hotel as a member of multi-employer group represented by HANYC.

I consent to be bound by the successor to, or extension of, the IWA if approved by HANYC’s Board of Directors. If the Board does not approve a successor to, or extension of, the IWA by said date, this authorization will expire on or about July 1, 2014. I understand that if I do not consent to this authorization I will continue to be bound to the current IWA, but will have the right to negotiate at the expiration of the current IWA on June 30, 2019.

Dated: March \_\_\_\_\_, 2014  
New York, New York

HOTEL (Owner, Manager and Operator)

\_\_\_\_\_  
Print name of Hotel

Signed by:

\_\_\_\_\_  
Print Name:

\_\_\_\_\_  
Print Title:

Return to Kane Kessler, P.C. by fax to (212) 541-9799,  
or by email to: [nfranzitta@kanekessler.com](mailto:nfranzitta@kanekessler.com) or

Kane Kessler, P.C.  
Attn: Niki J. Franzitta, Esq.  
1350 Avenue of the Americas  
New York, NY 10019-4896

**PLEASE RETURN NO LATER THAN APRIL 1, 2014**