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CONFIDENTIAL ATTORNEY-CLIENT
PRIVILEGED MEMORANDUM

DATE: December 9, 2013

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: **Reminder Porterage Increases:**
IWA page 41, Replacement;
Updated Schedule A

As a reminder, pursuant to the recent Porterage Settlement, Porterage fees will increase effective January 1, 2014, as follows:

Porterage for Bellpersons

Current	\$2.58 per bag (maximum two bags per person)
January 1, 2014	\$2.68 per bag (maximum two bags per person)

Porterage for Doorpersons

Current	\$1.29 per bag (maximum two bags per person)
January 1, 2014	\$1.34 per bag (maximum two bags per person)

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

Current	\$14.3143
January 1, 2014	\$15.3143

Base Hourly Rate for Doorpersons

Current	\$14.5858
January 1, 2014	\$15.5858

Attached hereto is a new page 41 to the HA's printed IWA "blue book," with the terms of the Portage Settlement incorporated into the language of Article 50. The document, when cut along the border, is the same size as the "blue book" and should be stapled directly over the existing page 41.

In addition, we enclose those pages of Schedule A which contain rates for the classifications affected by the Portage Settlement. We suggest stapling these pages to the back of the "blue book."

As we previously reported, benefit days will continue to be paid at existing IWA rates, without taking into account the increases to base hourly rates provided for above.

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

GROUPS AND PORTERAGE

50. (A) For all tour parties and groups ("Groups"), as hereinafter defined, which are booked after the effective date of this Agreement, the EMPLOYER shall be required to pay portorage fees pursuant to Article 50(B) for groups which satisfy all of the following criteria:

- (1) The Group includes a minimum of ten (10) room reservations;
- (2) There is a common arrival date and time and a common departure date;
- (3) The entire Group is a "group booking" on a master account; and
- (4) Bellpersons shall be available to receive and take charge of Group luggage and deliver luggage directly to the rooms on arrival.

(B) In case of Groups, bellpersons shall be paid portorage fees in the amount of two dollars and forty eight cents (\$2.48) per bag in and two dollars and forty eight cents (\$2.48) per bag out and doorpersons shall be paid a portorage fee equal to one dollar and twenty four cents (\$1.24) per bag in and one dollar and twenty four cents (\$1.24) per bag out, provided that no portorage will be paid on any bags in excess of two (2) for any one guest. Doorpersons will assist in the handling of the baggage and those hotels not employing doorpersons will not be subject to this portorage payment to doorpersons.

(C) Bellpersons shall receive one dollar twenty four cents (\$1.24) for each person coming into a hotel to occupy a room which is one of a block of rooms rented or set aside on a permanent basis to an airline or trucking company. Bellpersons shall receive, in addition, one dollar twenty four cents (\$1.24) for each such person on leaving the hotel.

(D) The rates set forth in this Article shall be subject to annual contractual wage increases. In addition to annual contractual wage increases, the rates set forth in Article 50(B) shall be increased by an additional four percent (4%) on January 1, 2014.

(E) No existing rates, terms, or conditions shall be reduced as a result of this Article.

(F) In the case of all Groups, where meals are included, adult as well as youth, servers shall receive thirty-one cents (\$0.31) per meal per person or fifteen percent (15%) of the price of the meal, whichever is greater.

(G) Where the rooming arrangements for professional athletic teams do not permit bellpersons to earn tips, such rooming shall be considered a Group, except that where other tip arrangements have been in effect, they shall continue.

(H) Wage Increases:

(1) Bellpersons (or any combination position inclusive thereof) shall receive the following wage increases to their actual base hourly rate(s) of pay and the IWA Schedule A rate shall be increased: (REFER TO REVISED SCHEDULE A DISTRIBUTED BY HANYC)

January 1, 2014:	\$1.00 per hour
January 1, 2015:	\$0.50 per hour
January 1, 2016:	\$0.50 per hour
January 1, 2017:	\$0.50 per hour
January 1, 2018:	\$0.50 per hour

Such increases shall be subject to IWA increases to wages and wage related items.

(2) Doorpersons shall receive the following wage increase to their actual base hourly rate(s) of pay and the IWA Schedule A wage rate shall be increased: (REFER TO REVISED SCHEDULE A DISTRIBUTED BY HANYC)

January 1, 2014:	\$1.00 per hour
January 1, 2015:	\$0.50 per hour
January 1, 2016:	\$0.50 per hour
January 1, 2017:	\$0.50 per hour

Such increases shall be subject to IWA increases to wages and wage related items.

(3) This Sub-paragraph 50(H) shall not apply to Employers bound to the IWA as of July 1, 2013 whose Bellpersons and Doorpersons do not regularly receive portorage and are paid no less than the IWA Elevator Operator, Passenger rate.

(4) Bellpersons and Doorpersons shall receive paid benefit time predicated on the Schedule A benefit day rate, without reference to the increases contained in Article 50(H)(1) and (2).

(I) All Employer portorage practices at each Hotel bound to this Agreement on or before July 1, 2013 relating to Article 50(A)(2) and (3) shall be maintained and preserved as binding past practices. Such practices as they existed at each such hotel as of July 1, 2013 may not be challenged as violative of Article 50(A)(2) or (3). Nothing herein shall affect claims of alleged non-compliance with such practices nor disputes as to what such practices were as of July 1, 2013.

NIGHT SHIFT DIFFERENTIAL

51. (A) General

Night shift differential shall apply to all employees covered by this Agreement except those listed in Schedule A-1.

(B) Payment - Rate

The night shift differential shall be paid for all hours worked after 8:00 P.M. in the evening and before 6:00 A.M. the next morning. Each employee employed during

Industry-Wide Agreement

		LAUNDRY (continued)							
		Effective Date							
		7/1/11	7/1/12	7/1/13	7/1/14	7/1/15	7/1/16	7/1/17	7/1/18
Misc. Laundry Workers Linen Exchange, Linen, Chute and Bundle Workers	Wkly	\$872.91	\$903.46	\$939.60	\$977.18	\$1,016.27	\$1,051.84	\$1,088.65	\$1,126.75
	Hrly	\$24.9403	\$25.8131	\$26.8457	\$27.9194	\$29.0363	\$30.0526	\$31.1043	\$32.1929
Porters Sewers	Wkly	\$881.56	\$912.41	\$948.91	\$986.87	\$1,026.34	\$1,062.26	\$1,099.44	\$1,137.92
	Hrly	\$25.1874	\$26.0689	\$27.1117	\$28.1963	\$29.3240	\$30.3503	\$31.4126	\$32.5120
		FRONT SERVICE							
		Effective Date							
		7/1/11	7/1/12	7/1/13	7/1/14	7/1/15	7/1/16	7/1/17	7/1/18
Stationary Bell Captains	Wkly	\$938.25	\$971.09	\$1,009.93	\$1,050.33	\$1,092.34	\$1,130.57	\$1,170.14	\$1,211.09
	Hrly	\$26.8071	\$27.7454	\$28.8551	\$30.0094	\$31.2097	\$32.3020	\$33.4326	\$34.6026
Elevator Starters	Wkly	\$895.67	\$927.02	\$964.10	\$1,002.66	\$1,042.77	\$1,079.27	\$1,117.04	\$1,156.14
	Hrly	\$25.5906	\$26.4863	\$27.5457	\$28.6474	\$29.7934	\$30.8363	\$31.9154	\$33.0326
Elevator Operators, Passenger	Wkly	\$892.63	\$923.87	\$960.82	\$999.25	\$1,039.22	\$1,075.59	\$1,113.24	\$1,152.20
	Hrly	\$25.5037	\$26.3963	\$27.4520	\$28.5500	\$29.6920	\$30.7311	\$31.8069	\$32.9200
Elevator Operator, Service	Wkly	\$895.02	\$926.35	\$963.40	\$1,001.94	\$1,042.02	\$1,078.49	\$1,116.24	\$1,155.31
	Hrly	\$25.5720	\$26.4671	\$27.5257	\$28.6269	\$29.7720	\$30.8140	\$31.8926	\$33.0089
Lobby Porters	Wkly	\$880.50	\$911.32	\$947.77	\$985.68	\$1,025.11	\$1,060.99	\$1,098.12	\$1,136.55
	Hrly	\$25.1571	\$26.0377	\$27.0791	\$28.1623	\$29.2889	\$30.3140	\$31.3749	\$32.4729
Checkroom At- tendants	Wkly	\$862.08	\$892.25	\$927.94	\$965.06	\$1,003.66	\$1,038.79	\$1,075.15	\$1,112.78
	Hrly	\$24.6309	\$25.4929	\$26.5126	\$27.5731	\$28.6760	\$29.6797	\$30.7186	\$31.7937
Package Room Messenger	Wkly	\$564.73	\$584.50	\$607.88	\$632.20	\$657.49	\$680.50	\$704.32	\$728.97
	Hrly	\$14.1183	\$14.6125	\$15.1970	\$15.8050	\$16.4373	\$17.0125	\$17.6080	\$18.2243
Package Room Employees	Wkly	\$876.15	\$906.82	\$943.09	\$980.81	\$1,020.04	\$1,055.74	\$1,092.69	\$1,130.93
	Hrly	\$25.0329	\$25.9091	\$26.9454	\$28.0231	\$29.1440	\$30.1640	\$31.2197	\$32.3123
Chauffeurs and Drivers (full time)	Wkly	\$929.54	\$962.07	\$1,000.55	\$1,040.57	\$1,082.19	\$1,120.07	\$1,159.27	\$1,199.84
	Hrly	\$26.5583	\$27.4877	\$28.5871	\$29.7306	\$30.9197	\$32.0020	\$33.1220	\$34.2811

FRONT SERVICE (continued)				
	Effective Date	Weekly Rate	Hourly Rate	Minimum Hourly Rate for Benefit Days
Working Bell Captains	7/1/11	690.68	17.2670	34.5340
	7/1/12	714.85	17.8713	35.7426
	7/1/13	743.44	18.5860	37.1720
	1/1/14	783.44	19.5860	37.1720
	7/1/14	814.78	20.3695	38.6590
	1/1/15	834.78	20.8695	38.6590
	7/1/15	868.17	21.7043	40.2056
	1/1/16	888.17	22.2043	40.2056
	7/1/16	919.26	22.9815	41.6126
	1/1/17	939.26	23.4815	41.6126
	7/1/17	972.13	24.3033	43.0690
	1/1/18	992.13	24.8033	43.0690
	7/1/18	1026.85	25.6713	44.5766
	Bellperson T	Effective Date	Weekly Rate	Hourly Rate
7/1/11		531.93	13.2983	26.5966
7/1/12		550.55	13.7638	27.5276
7/1/13		572.57	14.3143	28.6286
1/1/14		612.57	15.3143	28.6286
7/1/14		637.07	15.9268	29.7736
1/1/15		657.07	16.4268	29.7736
7/1/15		683.35	17.0838	30.9646
1/1/16		703.35	17.5838	30.9646
7/1/16		727.97	18.1993	32.0486
1/1/17		747.97	18.6993	32.0486
7/1/17		774.15	19.3538	33.1700
1/1/18		794.15	19.8538	33.1700
7/1/18		821.95	20.5488	34.3310

FRONT SERVICE (continued)				
	Effective Date	Weekly Rate	Hourly Rate	Minimum Hourly Rate for Benefit Days
Bellperson ST	7/1/11	531.93	13.2983	26.5966
	7/1/12	550.55	13.7638	27.5276
	7/1/13	572.57	14.3143	28.6286
	1/1/14	612.57	15.3143	28.6286
	7/1/14	637.07	15.9268	29.7736
	1/1/15	657.07	16.4268	29.7736
	7/1/15	683.35	17.0838	30.9646
	1/1/16	703.35	17.5838	30.9646
	7/1/16	727.97	18.1993	32.0486
	1/1/17	747.97	18.6993	32.0486
	7/1/17	774.15	19.3538	33.1700
	1/1/18	794.15	19.8538	33.1700
	7/1/18	821.95	20.5488	34.3310
	Bellperson R	7/1/11	564.47	14.1118
7/1/12		584.23	14.6058	29.2116
7/1/13		607.60	15.1900	30.3800
1/1/14		647.60	16.1900	30.3800
7/1/14		673.50	16.8375	31.5950
1/1/15		693.50	17.3375	31.5950
7/1/15		721.24	18.0310	32.8590
1/1/16		741.24	18.5310	32.8590
7/1/16		767.18	19.1795	34.0090
1/1/17		787.18	19.6795	34.0090
7/1/17		814.73	20.3683	35.1996
1/1/18		834.73	20.8683	35.1996
7/1/18		863.95	21.5988	36.4316

FRONT SERVICE (continued)				
	Effective Date	Weekly Rate	Hourly Rate	Minimum Hourly Rate for Benefit Days
Driver-Bell	7/1/11	809.80	20.2450	40.4900
	7/1/12	838.14	20.9535	41.9070
	7/1/13	871.67	21.7918	43.5836
	1/1/14	911.67	22.7918	43.5836
	7/1/14	948.14	23.7035	45.3270
	1/1/15	968.14	24.2035	45.3270
	7/1/15	1006.87	25.1718	47.1400
	1/1/16	1026.87	25.6718	47.1400
	7/1/16	1062.81	26.5703	48.7900
	1/1/17	1082.81	27.0703	48.7900
	7/1/17	1120.71	28.0178	50.4976
	1/1/18	1140.71	28.5178	50.4976
	7/1/18	1180.63	29.5158	52.2650
	Doorperson	Effective Date	Weekly Rate	Hourly Rate
7/1/11		542.02	13.5505	27.1010
7/1/12		560.99	14.0248	28.0496
7/1/13		583.43	14.5858	29.1716
1/1/14		623.43	15.5858	29.1716
7/1/14		648.37	16.2093	30.3386
1/1/15		668.37	16.7093	30.3386
7/1/15		695.10	17.3775	31.5520
1/1/16		715.10	17.8775	31.5520
7/1/16		740.13	18.5033	32.6566
1/1/17		760.13	19.0033	32.6566
7/1/17		786.73	19.6683	33.7996
7/1/18	814.27	20.3568	34.9826	

FRONT SERVICE (continued)				
Driver-Door	Effective Date	Weekly Rate	Hourly Rate	Minimum Hourly Rate for Benefit Days
	7/1/11	809.80	20.2450	40.4900
	7/1/12	838.14	20.9535	41.9070
	7/1/13	871.67	21.7918	43.5836
	1/1/14	911.67	22.7918	43.5836
	7/1/14	948.14	23.7035	45.3270
	1/1/15	968.14	24.2035	45.3270
	7/1/15	1006.87	25.1718	47.1400
	1/1/16	1026.87	25.6718	47.1400
	7/1/16	1062.81	26.5703	48.7900
	1/1/17	1082.81	27.0703	48.7900
	7/1/17	1120.71	28.0178	50.4976
	7/1/18	1159.93	28.9983	52.2650

WHITE COLLAR - ADMINISTRATIVE									
Effective Date									
	7/1/11	7/1/12	7/1/13	7/1/14	7/1/15	7/1/16	7/1/17	7/1/18	
Accounting Clerks	Wkly	\$897.82	\$929.24	\$966.41	\$1,005.07	\$1,045.27	\$1,081.85	\$1,119.71	\$1,158.90
	Hrly	\$25.6520	\$26.5497	\$27.6117	\$28.7163	\$29.8649	\$30.9100	\$31.9917	\$33.1114
Circuit Clerks	Wkly	\$886.97	\$918.01	\$954.73	\$992.92	\$1,032.64	\$1,068.78	\$1,106.19	\$1,144.91
	Hrly	\$25.3420	\$26.2289	\$27.2780	\$28.3691	\$29.5040	\$30.5366	\$31.6054	\$32.7117
Concierges	Wkly	\$930.33	\$962.89	\$1,001.41	\$1,041.47	\$1,083.13	\$1,121.04	\$1,160.28	\$1,200.89
	Hrly	\$26.5809	\$27.5111	\$28.6117	\$29.7563	\$30.9466	\$32.0297	\$33.1509	\$34.3111
E.F. Typists	Wkly	\$889.17	\$920.29	\$957.10	\$995.38	\$1,035.20	\$1,071.43	\$1,108.93	\$1,147.74
	Hrly	\$25.4049	\$26.2940	\$27.3457	\$28.4394	\$29.5771	\$30.6123	\$31.6837	\$32.7926
F&B Checkers	Wkly	\$891.33	\$922.53	\$959.43	\$997.81	\$1,037.72	\$1,074.04	\$1,111.63	\$1,150.54
	Hrly	\$25.4666	\$26.3580	\$27.4123	\$28.5089	\$29.6491	\$30.6869	\$31.7609	\$32.8726
F&B Control & Card Control Clerks	Wkly	\$889.17	\$920.29	\$957.10	\$995.38	\$1,035.20	\$1,071.43	\$1,108.93	\$1,147.74
	Hrly	\$25.4049	\$26.2940	\$27.3457	\$28.4394	\$29.5771	\$30.6123	\$31.6837	\$32.7926
File Clerks	Wkly	\$884.84	\$915.81	\$952.44	\$990.54	\$1,030.16	\$1,066.22	\$1,103.54	\$1,142.16
	Hrly	\$25.2811	\$26.1660	\$27.2126	\$28.3011	\$29.4331	\$30.4634	\$31.5297	\$32.6331