

**KANE KESSLER, P.C.**  
**1350 Avenue of the Americas**  
**New York, N.Y. 10019**  
**(212)541-6222**  
**fax (212) 245-3009**  
**Direct dial (212) 519-5156**  
**drothfeld@kanekessler.com**

MEMORANDUM

March 21, 2013

**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 Department

**RE:** July 1, 2013 Wage and Wage-Related Increases; Increase to Pension Fund Contributions; Schedules A, A-1 and A-3

---

There is an adjustment called for under the IWA to take effect on July 1, 2013. On that date, each employee on the Employer's payroll shall receive a wage increase of 4% of the employee's actual rate of pay in effect on that date.

The following wage-related items must be increased by 4%:

Extra Rooms

Current	\$12.67
July 1, 2013	\$13.18

Cots

Current	\$4.21
July 1, 2013	\$4.38

Night-Shift Differential

Current	\$1.13 per hour
July 1, 2013	\$1.18 per hour

Porterage for Bellpersons

Current	\$2.48 per bag (maximum two bags per person)
July 1, 2013	\$2.58 per bag (maximum two bags per person)

Porterage for Doorpersons

Current	\$1.24 per bag (maximum two bags per person)
July 1, 2013	\$1.29 per bag (maximum two bags per person)

Bellperson fee pursuant to Article 50(C)

Current	\$1.24 per person
July 1, 2013	\$1.29 per person

In addition, contributions to the Pension Fund will increase effective July 1, 2013, by one-half (0.5%) percent, from 9% to 9.5%.

Also enclosed please find Schedules A, A-1 and A-3 for the period from July 1, 2012 through June 30, 2019.

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

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

**SCHEDULE A  
MINIMUM WAGE SCALES**

		<b>DINING ROOM</b>							
		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
Captains	Wkly	\$923.61	\$955.94	\$994.18	\$1,033.95	\$1,075.31	\$1,112.95	\$1,151.90	\$1,192.22
	Hrly	\$23.0903	\$23.8985	\$24.8545	\$25.8488	\$26.8828	\$27.8238	\$28.7975	\$29.8055
Scrub Captains	Wkly	\$547.13	\$566.28	\$588.93	\$612.49	\$636.99	\$659.28	\$682.35	\$706.23
	Hrly	\$13.6783	\$14.1570	\$14.7233	\$15.3123	\$15.9248	\$16.4820	\$17.0588	\$17.6558
Greeters	Wkly	\$911.68	\$943.59	\$981.33	\$1,020.58	\$1,061.40	\$1,098.55	\$1,137.00	\$1,176.80
	Hrly	\$22.7920	\$23.5898	\$24.5333	\$25.5145	\$26.5350	\$27.4638	\$28.4250	\$29.4200
Food Servers	Wkly	\$526.84	\$545.28	\$567.09	\$589.77	\$613.36	\$634.83	\$657.05	\$680.05
	Hrly	\$13.1710	\$13.6320	\$14.1773	\$14.7443	\$15.3340	\$15.8708	\$16.4263	\$17.0013
Bus Attendants	Wkly	\$565.51	\$585.30	\$608.71	\$633.06	\$658.38	\$681.42	\$705.27	\$729.95
	Hrly	\$14.1378	\$14.6325	\$15.2178	\$15.8265	\$16.4595	\$17.0355	\$17.6318	\$18.2488
Extra Meal Food Servers - 1 Meal		\$53.94	\$55.83	\$58.06	\$60.38	\$62.80	\$65.00	\$67.28	\$69.63
Extra Meal Food Servers - 1 Day		\$107.92	\$111.70	\$116.17	\$120.82	\$125.65	\$130.05	\$134.60	\$139.31
Banquet Captains	Wkly	\$923.61	\$955.94	\$994.18	\$1,033.95	\$1,075.31	\$1,112.95	\$1,151.90	\$1,192.22
	Hrly	\$23.0903	\$23.8985	\$24.8545	\$25.8488	\$26.8828	\$27.8238	\$28.7975	\$29.8055
		<b>KITCHEN &amp; STEWARDING</b>							
		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
Sous Chef	Wkly	\$995.36	\$1,030.20	\$1,071.41	\$1,114.27	\$1,158.84	\$1,199.40	\$1,241.38	\$1,284.83
	Hrly	\$28.4389	\$29.4343	\$30.6117	\$31.8363	\$33.1097	\$34.2686	\$35.4680	\$36.7094
Night Chef	Wkly	\$980.20	\$1,014.51	\$1,055.09	\$1,097.29	\$1,141.18	\$1,181.12	\$1,222.46	\$1,265.25
	Hrly	\$28.0057	\$28.9860	\$30.1454	\$31.3511	\$32.6051	\$33.7463	\$34.9274	\$36.1500
Saucier	Wkly	\$973.88	\$1,007.76	\$1,048.07	\$1,089.99	\$1,133.59	\$1,173.27	\$1,214.33	\$1,256.83
	Hrly	\$27.8194	\$28.7931	\$29.9449	\$31.1426	\$32.3883	\$33.5220	\$34.6951	\$35.9094
Garde Manger	Wkly	\$971.50	\$1,005.50	\$1,045.72	\$1,087.55	\$1,131.05	\$1,170.64	\$1,211.61	\$1,254.02
	Hrly	\$27.7571	\$28.7286	\$29.8777	\$31.0729	\$32.3157	\$33.4469	\$34.6174	\$35.8291
Tournant	Wkly	\$971.50	\$1,005.50	\$1,045.72	\$1,087.55	\$1,131.05	\$1,170.64	\$1,211.61	\$1,254.02
	Hrly	\$27.7571	\$28.7286	\$29.8777	\$31.0729	\$32.3157	\$33.4469	\$34.6174	\$35.8291

		<b>KITCHEN &amp; STEWARDING (continued)</b>							
		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
Chef de partie & Chef Butcher	Wkly	\$969.35	\$1,003.28	\$1,043.41	\$1,085.15	\$1,128.56	\$1,168.06	\$1,208.94	\$1,251.25
	Hrly	\$27.6957	\$28.6651	\$29.8117	\$31.0043	\$32.2446	\$33.3731	\$34.5411	\$35.7500
Banquet Chef	Wkly	\$980.20	\$1,014.51	\$1,055.09	\$1,097.29	\$1,141.18	\$1,181.12	\$1,222.46	\$1,265.25
	Hrly	\$28.0057	\$28.9860	\$30.1454	\$31.3511	\$32.6051	\$33.7463	\$34.9274	\$36.1500
First Commis-Garde Manger	Wkly	\$947.66	\$980.83	\$1,020.06	\$1,060.86	\$1,103.29	\$1,141.91	\$1,181.88	\$1,223.25
	Hrly	\$27.0760	\$28.0237	\$29.1446	\$30.3103	\$31.5226	\$32.6260	\$33.7680	\$34.9500
First Commis-Saucier	Wkly	\$947.66	\$980.83	\$1,020.06	\$1,060.86	\$1,103.29	\$1,141.91	\$1,181.88	\$1,223.25
	Hrly	\$27.0760	\$28.0237	\$29.1446	\$30.3103	\$31.5226	\$32.6260	\$33.7680	\$34.9500
First Commis- Others	Wkly	\$943.33	\$976.35	\$1,015.40	\$1,056.02	\$1,098.26	\$1,136.70	\$1,176.48	\$1,217.66
	Hrly	\$26.9523	\$27.8957	\$29.0114	\$30.1720	\$31.3789	\$32.4771	\$33.6137	\$34.7903
Hotels that employ special workers for fish, soup and hors d'oeuvres. These workers are to be classified and receive the minimum wage, the same as the first Commis; in other words, they are not to be classified as Chefs de partie.									
Working Chef	Wkly	\$969.35	\$1,003.28	\$1,043.41	\$1,085.15	\$1,128.56	\$1,168.06	\$1,208.94	\$1,251.25
	Hrly	\$27.6957	\$28.6651	\$29.8117	\$31.0043	\$32.2446	\$33.3731	\$34.5411	\$35.7500
First Assistant	Wkly	\$947.66	\$980.83	\$1,020.06	\$1,060.86	\$1,103.29	\$1,141.91	\$1,181.88	\$1,223.25
	Hrly	\$27.0760	\$28.0237	\$29.1446	\$30.3103	\$31.5226	\$32.6260	\$33.7680	\$34.9500
All Assistant Cooks/White Jackets	Wkly	\$934.67	\$967.38	\$1,006.08	\$1,046.32	\$1,088.17	\$1,126.26	\$1,165.68	\$1,206.48
	Hrly	\$26.7049	\$27.6394	\$28.7451	\$29.8949	\$31.0906	\$32.1789	\$33.3051	\$34.4709
Pastry Chef	Wkly	\$984.49	\$1,018.95	\$1,059.71	\$1,102.10	\$1,146.18	\$1,186.30	\$1,227.82	\$1,270.79
	Hrly	\$28.1283	\$29.1129	\$30.2774	\$31.4886	\$32.7480	\$33.8943	\$35.0806	\$36.3083
First Assistant	Wkly	\$949.82	\$983.06	\$1,022.38	\$1,063.28	\$1,105.81	\$1,144.51	\$1,184.57	\$1,226.03
	Hrly	\$27.1377	\$28.0874	\$29.2109	\$30.3794	\$31.5946	\$32.7003	\$33.8449	\$35.0294
All Other Assistants	Wkly	\$934.67	\$967.38	\$1,006.08	\$1,046.32	\$1,088.17	\$1,126.26	\$1,165.68	\$1,206.48
	Hrly	\$26.7049	\$27.6394	\$28.7451	\$29.8949	\$31.0906	\$32.1789	\$33.3051	\$34.4709
Ice Cream Chef	Wkly	\$962.82	\$996.52	\$1,036.38	\$1,077.84	\$1,120.95	\$1,160.18	\$1,200.79	\$1,242.82
	Hrly	\$27.5091	\$28.4720	\$29.6109	\$30.7954	\$32.0271	\$33.1480	\$34.3083	\$35.5091
Head Baker	Wkly	\$969.35	\$1,003.28	\$1,043.41	\$1,085.15	\$1,128.56	\$1,168.06	\$1,208.94	\$1,251.25
	Hrly	\$27.6957	\$28.6651	\$29.8117	\$31.0043	\$32.2446	\$33.3731	\$34.5411	\$35.7500
Night Bakers	Wkly	\$954.17	\$987.57	\$1,027.07	\$1,068.15	\$1,110.88	\$1,149.76	\$1,190.00	\$1,231.65
	Hrly	\$27.2620	\$28.2163	\$29.3449	\$30.5186	\$31.7394	\$32.8503	\$34.0000	\$35.1900

<b>KITCHEN &amp; STEWARDING (continued)</b>									
		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
Bakers	Wkly	\$954.17	\$987.57	\$1,027.07	\$1,068.15	\$1,110.88	\$1,149.76	\$1,190.00	\$1,231.65
	Hrly	\$27.2620	\$28.2163	\$29.3449	\$30.5186	\$31.7394	\$32.8503	\$34.0000	\$35.1900
Head Vegetable Preparers	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
All Other Vegetable Preparers	Wkly	\$874.22	\$904.82	\$941.01	\$978.65	\$1,017.80	\$1,053.42	\$1,090.29	\$1,128.45
	Hrly	\$24.9777	\$25.8520	\$26.8860	\$27.9614	\$29.0800	\$30.0977	\$31.1511	\$32.2414
Chicken and Fish Butchers	Wkly	\$934.67	\$967.38	\$1,006.08	\$1,046.32	\$1,088.17	\$1,126.26	\$1,165.68	\$1,206.48
	Hrly	\$26.7049	\$27.6394	\$28.7451	\$29.8949	\$31.0906	\$32.1789	\$33.3051	\$34.4709
Head Oyster Preparer	Wkly	\$906.52	\$938.25	\$975.78	\$1,014.81	\$1,055.40	\$1,092.34	\$1,130.57	\$1,170.14
	Hrly	\$25.9006	\$26.8071	\$27.8794	\$28.9946	\$30.1543	\$31.2097	\$32.3020	\$33.4326
All Other Oyster Preparers	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
Head Pantry Person	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
Pantry, Coffee Persons	Wkly	\$883.77	\$914.70	\$951.29	\$989.34	\$1,028.91	\$1,064.92	\$1,102.19	\$1,140.77
	Hrly	\$25.2506	\$26.1343	\$27.1797	\$28.2669	\$29.3974	\$30.4263	\$31.4911	\$32.5934
Head Silver Cleaner	Wkly	\$877.18	\$907.88	\$944.20	\$981.97	\$1,021.25	\$1,056.99	\$1,093.98	\$1,132.27
	Hrly	\$25.0623	\$25.9394	\$26.9771	\$28.0563	\$29.1786	\$30.1997	\$31.2566	\$32.3506
Regular Silver Cleaner	Wkly	\$866.38	\$896.70	\$932.57	\$969.87	\$1,008.66	\$1,043.96	\$1,080.50	\$1,118.32
	Hrly	\$24.7537	\$25.6200	\$26.6449	\$27.7106	\$28.8189	\$29.8274	\$30.8714	\$31.9520
Dishwashers	Wkly	\$866.38	\$896.70	\$932.57	\$969.87	\$1,008.66	\$1,043.96	\$1,080.50	\$1,118.32
	Hrly	\$24.7537	\$25.6200	\$26.6449	\$27.7106	\$28.8189	\$29.8274	\$30.8714	\$31.9520
Potwashers	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
Floor Stewards	Wkly	\$934.67	\$967.38	\$1,006.08	\$1,046.32	\$1,088.17	\$1,126.26	\$1,165.68	\$1,206.48
	Hrly	\$26.7049	\$27.6394	\$28.7451	\$29.8949	\$31.0906	\$32.1789	\$33.3051	\$34.4709
Kitchen Runners	Wkly	\$866.40	\$896.72	\$932.59	\$969.89	\$1,008.69	\$1,043.99	\$1,080.53	\$1,118.35
	Hrly	\$24.7543	\$25.6206	\$26.6454	\$27.7111	\$28.8197	\$29.8283	\$30.8723	\$31.9529

Base wage scales fixed herein for all of the foregoing classifications and for Cooks and Servers in the Employee's Cafeteria shall include meals.

<b>EMPLOYEES' CAFETERIA</b>									
		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
Head Cook	Wkly	\$934.67	\$967.38	\$1,006.08	\$1,046.32	\$1,088.17	\$1,126.26	\$1,165.68	\$1,206.48
	Hrly	\$26.7049	\$27.6394	\$28.7451	\$29.8949	\$31.0906	\$32.1789	\$33.3051	\$34.4709
Assistants	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
<b>BAR</b>									
		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
Bartenders (Public Bars)	Wkly	\$912.98	\$944.93	\$982.73	\$1,022.04	\$1,062.92	\$1,100.12	\$1,138.62	\$1,178.47
	Hrly	\$26.0851	\$26.9980	\$28.0780	\$29.2011	\$30.3691	\$31.4320	\$32.5320	\$33.6706
Bartenders (Service Bars)	Wkly	\$945.49	\$978.58	\$1,017.72	\$1,058.43	\$1,100.77	\$1,139.30	\$1,179.18	\$1,220.45
	Hrly	\$27.0140	\$27.9594	\$29.0777	\$30.2409	\$31.4506	\$32.5514	\$33.6909	\$34.8700
Bartender's Helper	Wkly	\$866.38	\$896.70	\$932.57	\$969.87	\$1,008.66	\$1,043.96	\$1,080.50	\$1,118.32
	Hrly	\$24.7537	\$25.6200	\$26.6449	\$27.7106	\$28.8189	\$29.8274	\$30.8714	\$31.9520
<b>HOUSEKEEPING</b>									
		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
Floor Housekeepers	Wkly	\$933.90	\$966.59	\$1,005.25	\$1,045.46	\$1,087.28	\$1,125.33	\$1,164.72	\$1,205.49
	Hrly	\$26.6829	\$27.6169	\$28.7214	\$29.8703	\$31.0651	\$32.1623	\$33.2777	\$34.4426
Room Attendants	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
Bath Attendants	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
Housekeeping Attendants**	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

Meaning those employees who do general housekeeping work including Vacuumers, Shade Cleaners, Curtain and Draperies hangers and Carpet Washers and Night Cleaners

\*\*Minimum wage scales do not include compensation for (1) handling and transportation of items in bulk quantity such as mattresses, furniture, carpeting, television sets, etc. from the point of receipt to the point assigned by management and (2) dislodging, removal and transportation of carpeting from hotel guest rooms and/or public areas as required. Housekeeping attendants required to perform any or all such duties shall receive, in addition to their regular wages, 90 cents per hour for all hours worked for 3 1/2 or less hours per day or 17 1/2 hours per week, or for employees scheduled to perform these additional duties for 7 hours a day or 35 hours a week, an additional \$5.00 per day. Any inside moves of items listed in (1) above are excluded from this agreement.

<b>HOUSEKEEPING (continued)</b>									
		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
Employees who are employed as part-time window washers and do work as Housekeeping Attendants	Wkly	\$902.16	\$933.74	\$971.09	\$1,009.93	\$1,050.33	\$1,087.09	\$1,125.14	\$1,164.52
	Hrly	\$25.7760	\$26.6783	\$27.7454	\$28.8551	\$30.0094	\$31.0597	\$32.1469	\$33.2720
Wall Washers	Wkly	\$902.16	\$933.74	\$971.09	\$1,009.93	\$1,050.33	\$1,087.09	\$1,125.14	\$1,164.52
	Hrly	\$25.7760	\$26.6783	\$27.7454	\$28.8551	\$30.0094	\$31.0597	\$32.1469	\$33.2720
Furniture Polishers	Wkly	\$879.39	\$910.17	\$946.58	\$984.44	\$1,023.82	\$1,059.65	\$1,096.74	\$1,135.13
	Hrly	\$25.1254	\$26.0049	\$27.0451	\$28.1269	\$29.2520	\$30.2757	\$31.3354	\$32.4323
<b>LAUNDRY</b>									
		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
Washers	Wkly	\$883.77	\$914.70	\$951.29	\$989.34	\$1,028.91	\$1,064.92	\$1,102.19	\$1,140.77
	Hrly	\$25.2506	\$26.1343	\$27.1797	\$28.2669	\$29.3974	\$30.4263	\$31.4911	\$32.5934
Wash Room Helpers	Wkly	\$877.18	\$907.88	\$944.20	\$981.97	\$1,021.25	\$1,056.99	\$1,093.98	\$1,132.27
	Hrly	\$25.0623	\$25.9394	\$26.9771	\$28.0563	\$29.1786	\$30.1997	\$31.2566	\$32.3506
Guest Markers/Assorters	Wkly	\$877.18	\$907.88	\$944.20	\$981.97	\$1,021.25	\$1,056.99	\$1,093.98	\$1,132.27
	Hrly	\$25.0623	\$25.9394	\$26.9771	\$28.0563	\$29.1786	\$30.1997	\$31.2566	\$32.3506
Hand Ironers	Wkly	\$877.18	\$907.88	\$944.20	\$981.97	\$1,021.25	\$1,056.99	\$1,093.98	\$1,132.27
	Hrly	\$25.0623	\$25.9394	\$26.9771	\$28.0563	\$29.1786	\$30.1997	\$31.2566	\$32.3506
Operators & Starchers	Wkly	\$875.08	\$905.71	\$941.94	\$979.62	\$1,018.80	\$1,054.46	\$1,091.37	\$1,129.57
	Hrly	\$25.0023	\$25.8774	\$26.9126	\$27.9891	\$29.1086	\$30.1274	\$31.1820	\$32.2734
Hand Washers	Wkly	\$875.08	\$905.71	\$941.94	\$979.62	\$1,018.80	\$1,054.46	\$1,091.37	\$1,129.57
	Hrly	\$25.0023	\$25.8774	\$26.9126	\$27.9891	\$29.1086	\$30.1274	\$31.1820	\$32.2734
Curtain Processors	Wkly	\$875.08	\$905.71	\$941.94	\$979.62	\$1,018.80	\$1,054.46	\$1,091.37	\$1,129.57
	Hrly	\$25.0023	\$25.8774	\$26.9126	\$27.9891	\$29.1086	\$30.1274	\$31.1820	\$32.2734
Flat Workers Shakers Feeders Receivers Folders	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

		<b>LAUNDRY (continued)</b>							
		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									
Mini-Laundry Employees	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
		<b>FRONT SERVICE</b>							
		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
Working Bell Captains	Wkly	\$690.68	\$714.85	\$743.44	\$773.18	\$804.11	\$832.25	\$861.38	\$891.53
	Hrly	\$17.2670	\$17.8713	\$18.5860	\$19.3295	\$20.1028	\$20.8063	\$21.5345	\$22.2883
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
Bell Persons, Porters, T	Wkly	\$531.93	\$550.55	\$572.57	\$595.47	\$619.29	\$640.97	\$663.40	\$686.62
	Hrly	\$13.2983	\$13.7638	\$14.3143	\$14.8868	\$15.4823	\$16.0243	\$16.5850	\$17.1655
Bell Persons, Porters, ST	Wkly	\$531.93	\$550.55	\$572.57	\$595.47	\$619.29	\$640.97	\$663.40	\$686.62
	Hrly	\$13.2983	\$13.7638	\$14.3143	\$14.8868	\$15.4823	\$16.0243	\$16.5850	\$17.1655
Bell Persons, Porters, R	Wkly	\$564.47	\$584.23	\$607.60	\$631.90	\$657.18	\$680.18	\$703.99	\$728.63
	Hrly	\$14.1118	\$14.6058	\$15.1900	\$15.7975	\$16.4295	\$17.0045	\$17.5998	\$18.2158
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
Door Persons	Wkly	\$542.02	\$560.99	\$583.43	\$606.77	\$631.04	\$653.13	\$675.99	\$699.65
	Hrly	\$13.5505	\$14.0248	\$14.5858	\$15.1693	\$15.7760	\$16.3283	\$16.8998	\$17.4913



<b>FRONT SERVICE (continued)</b>									
		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
Checkroom Attendants	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
Driver-Bell Persons	Wkly	\$809.80	\$838.14	\$871.67	\$906.54	\$942.80	\$975.80	\$1,009.95	\$1,045.30
	Hrly	\$20.2450	\$20.9535	\$21.7918	\$22.6635	\$23.5700	\$24.3950	\$25.2488	\$26.1325
Driver-Door Persons	Wkly	\$809.80	\$838.14	\$871.67	\$906.54	\$942.80	\$975.80	\$1,009.95	\$1,045.30
	Hrly	\$20.2450	\$20.9535	\$21.7918	\$22.6635	\$23.5700	\$24.3950	\$25.2488	\$26.1325
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
<b>WHITE COLLAR - ADMINISTRATIVE</b>									
		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
Floor Clerks	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

<b>WHITE COLLAR - ADMINISTRATIVE (continued)</b>									
		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
F.O. Cashiers	Wkly	\$903.21	\$934.82	\$972.21	\$1,011.10	\$1,051.54	\$1,088.34	\$1,126.43	\$1,165.86
	Hrly	\$25.8060	\$26.7091	\$27.7774	\$28.8886	\$30.0440	\$31.0954	\$32.1837	\$33.3103
F.O. Coordinators	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
Guest History 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
House Officers	Wkly	\$932.81	\$965.46	\$1,004.08	\$1,044.24	\$1,086.01	\$1,124.02	\$1,163.36	\$1,204.08
	Hrly	\$26.6517	\$27.5846	\$28.6880	\$29.8354	\$31.0289	\$32.1149	\$33.2389	\$34.4023
Key, Mail, Information 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
Night Auditors	Wkly	\$909.74	\$941.58	\$979.24	\$1,018.41	\$1,059.15	\$1,096.22	\$1,134.59	\$1,174.30
	Hrly	\$25.9926	\$26.9023	\$27.9783	\$29.0974	\$30.2614	\$31.3206	\$32.4169	\$33.5514
Payroll Clerks	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
Reservation Clerks	Wkly	\$889.15	\$920.27	\$957.08	\$995.36	\$1,035.17	\$1,071.40	\$1,108.90	\$1,147.71
	Hrly	\$25.4043	\$26.2934	\$27.3451	\$28.4389	\$29.5763	\$30.6114	\$31.6829	\$32.7917
Restaurant & Beverage Cashiers	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
Room Clerks	Wkly	\$904.32	\$935.97	\$973.41	\$1,012.35	\$1,052.84	\$1,089.69	\$1,127.83	\$1,167.30
	Hrly	\$25.8377	\$26.7420	\$27.8117	\$28.9243	\$30.0811	\$31.1340	\$32.2237	\$33.3514
Stenographers	Wkly	\$893.52	\$924.79	\$961.78	\$1,000.25	\$1,040.26	\$1,076.67	\$1,114.35	\$1,153.35
	Hrly	\$25.5291	\$26.4226	\$27.4794	\$28.5786	\$29.7217	\$30.7620	\$31.8386	\$32.9529
Timekeepers	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
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
Voucher 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
Security Guards	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

<b>WHITE COLLAR - ADMINISTRATIVE (continued)</b>									
		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
Telephone Operators	Wkly	\$893.52	\$924.79	\$961.78	\$1,000.25	\$1,040.26	\$1,076.67	\$1,114.35	\$1,153.35
	Hrly	\$25.5291	\$26.4226	\$27.4794	\$28.5786	\$29.7217	\$30.7620	\$31.8386	\$32.9529
<b>ENGINEERING</b>									
		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
Engineers	Wkly	\$962.82	\$996.52	\$1,036.38	\$1,077.84	\$1,120.95	\$1,160.18	\$1,200.79	\$1,242.82
	Hrly	\$27.5091	\$28.4720	\$29.6109	\$30.7954	\$32.0271	\$33.1480	\$34.3083	\$35.5091
Boiler Room Attendant	Wkly	\$941.13	\$974.07	\$1,013.03	\$1,053.55	\$1,095.69	\$1,134.04	\$1,173.73	\$1,214.81
	Hrly	\$26.8894	\$27.8306	\$28.9437	\$30.1014	\$31.3054	\$32.4011	\$33.5351	\$34.7089
Oilers	Wkly	\$935.74	\$968.49	\$1,007.23	\$1,047.52	\$1,089.42	\$1,127.55	\$1,167.01	\$1,207.86
	Hrly	\$26.7354	\$27.6711	\$28.7780	\$29.9291	\$31.1263	\$32.2157	\$33.3431	\$34.5103
Electricians	Wkly	\$945.49	\$978.58	\$1,017.72	\$1,058.43	\$1,100.77	\$1,139.30	\$1,179.18	\$1,220.45
	Hrly	\$27.0140	\$27.9594	\$29.0777	\$30.2409	\$31.4506	\$32.5514	\$33.6909	\$34.8700
Electric Switch Board Operator	Wkly	\$928.17	\$960.66	\$999.09	\$1,039.05	\$1,080.61	\$1,118.43	\$1,157.58	\$1,198.10
	Hrly	\$26.5191	\$27.4474	\$28.5454	\$29.6871	\$30.8746	\$31.9551	\$33.0737	\$34.2314
Helpers	Wkly	\$915.18	\$947.21	\$985.10	\$1,024.50	\$1,065.48	\$1,102.77	\$1,141.37	\$1,181.32
	Hrly	\$26.1480	\$27.0631	\$28.1457	\$29.2714	\$30.4423	\$31.5077	\$32.6106	\$33.7520
Helpers in Engineering Dept.	Wkly	\$915.18	\$947.21	\$985.10	\$1,024.50	\$1,065.48	\$1,102.77	\$1,141.37	\$1,181.32
	Hrly	\$26.1480	\$27.0631	\$28.1457	\$29.2714	\$30.4423	\$31.5077	\$32.6106	\$33.7520
Air Condition Control Mechanics	Wkly	\$943.33	\$976.35	\$1,015.40	\$1,056.02	\$1,098.26	\$1,136.70	\$1,176.48	\$1,217.66
	Hrly	\$26.9523	\$27.8957	\$29.0114	\$30.1720	\$31.3789	\$32.4771	\$33.6137	\$34.7903
Refrigeration Mechanics	Wkly	\$947.66	\$980.83	\$1,020.08	\$1,060.86	\$1,103.29	\$1,141.91	\$1,181.88	\$1,223.25
	Hrly	\$27.0760	\$28.0237	\$29.1446	\$30.3103	\$31.5226	\$32.6260	\$33.7680	\$34.9500
Painters	Wkly	\$943.33	\$976.35	\$1,015.40	\$1,056.02	\$1,098.26	\$1,136.70	\$1,176.48	\$1,217.66
	Hrly	\$26.9523	\$27.8957	\$29.0114	\$30.1720	\$31.3789	\$32.4771	\$33.6137	\$34.7903
Paper Hangers and Sign Painters	Wkly	\$954.17	\$987.57	\$1,027.07	\$1,068.15	\$1,110.88	\$1,149.76	\$1,190.00	\$1,231.65
	Hrly	\$27.2620	\$28.2163	\$29.3449	\$30.5186	\$31.7394	\$32.8503	\$34.0000	\$35.1900
Wood Finishers and Polishers	Wkly	\$943.33	\$976.35	\$1,015.40	\$1,056.02	\$1,098.26	\$1,136.70	\$1,176.48	\$1,217.66
	Hrly	\$26.9523	\$27.8957	\$29.0114	\$30.1720	\$31.3789	\$32.4771	\$33.6137	\$34.7903
Upholsterers	Wkly	\$943.33	\$976.35	\$1,015.40	\$1,056.02	\$1,098.26	\$1,136.70	\$1,176.48	\$1,217.66
	Hrly	\$26.9523	\$27.8957	\$29.0114	\$30.1720	\$31.3789	\$32.4771	\$33.6137	\$34.7903

<b>ENGINEERING (continued)</b>									
		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
Upholsterers' Sewers	Wkly	\$932.48	\$965.12	\$1,003.72	\$1,043.87	\$1,085.62	\$1,123.62	\$1,162.95	\$1,203.65
	Hrly	\$26.6423	\$27.5749	\$28.6777	\$29.8249	\$31.0177	\$32.1034	\$33.2271	\$34.3900
Maintenance Employees	Wkly	\$943.33	\$976.35	\$1,015.40	\$1,056.02	\$1,098.26	\$1,136.70	\$1,176.48	\$1,217.66
	Hrly	\$26.9523	\$27.8957	\$29.0114	\$30.1720	\$31.3789	\$32.4771	\$33.6137	\$34.7903
Maintenance Helpers and Apprentices	Wkly	\$915.17	\$947.20	\$985.09	\$1,024.49	\$1,065.47	\$1,102.76	\$1,141.36	\$1,181.31
	Hrly	\$26.1477	\$27.0629	\$28.1454	\$29.2711	\$30.4420	\$31.5074	\$32.6103	\$33.7517
<b>VALET DEPARTMENT</b>									
		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
Tailors	Wkly	\$888.05	\$919.13	\$955.90	\$994.14	\$1,033.91	\$1,070.10	\$1,107.55	\$1,146.31
	Hrly	\$25.3729	\$26.2609	\$27.3114	\$28.4040	\$29.5403	\$30.5743	\$31.6443	\$32.7517
Pressers	Wkly	\$888.05	\$919.13	\$955.90	\$994.14	\$1,033.91	\$1,070.10	\$1,107.55	\$1,146.31
	Hrly	\$25.3729	\$26.2609	\$27.3114	\$28.4040	\$29.5403	\$30.5743	\$31.6443	\$32.7517
Dry Cleaners	Wkly	\$896.77	\$928.16	\$965.29	\$1,003.90	\$1,044.06	\$1,080.60	\$1,118.42	\$1,157.56
	Hrly	\$25.6220	\$26.5189	\$27.5797	\$28.6829	\$29.8303	\$30.8743	\$31.9549	\$33.0731
Runners and Delivery Employees	Wkly	\$545.77	\$564.87	\$587.46	\$610.96	\$635.40	\$657.64	\$680.66	\$704.48
	Hrly	\$13.6443	\$14.1218	\$14.6865	\$15.2740	\$15.8850	\$16.4410	\$17.0165	\$17.6120
<b>PRINT SHOP DEPARTMENT</b>									
		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
Compositors	Wkly	\$885.91	\$916.92	\$953.60	\$991.74	\$1,031.41	\$1,067.51	\$1,104.87	\$1,143.54
	Hrly	\$25.3117	\$26.1977	\$27.2457	\$28.3354	\$29.4689	\$30.5003	\$31.5677	\$32.6726
Press Operators and Linotypists	Wkly	\$907.57	\$939.33	\$976.90	\$1,015.98	\$1,056.62	\$1,093.60	\$1,131.88	\$1,171.50
	Hrly	\$25.9306	\$26.8380	\$27.9114	\$29.0280	\$30.1891	\$31.2457	\$32.3394	\$33.4714
Miscellaneous Employees	Wkly	\$875.08	\$905.71	\$941.94	\$979.62	\$1,018.80	\$1,054.46	\$1,091.37	\$1,129.57
	Hrly	\$25.0023	\$25.8774	\$26.9126	\$27.9891	\$29.1086	\$30.1274	\$31.1820	\$32.2734

<b>TURKISH BATHS</b>									
		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
Masseurs/Masseuses	Wkly	\$526.84	\$545.28	\$567.09	\$589.77	\$613.36	\$634.83	\$657.05	\$680.05
	Hrly	\$13.1710	\$13.6320	\$14.1773	\$14.7443	\$15.3340	\$15.8708	\$16.4263	\$17.0013
Attendants	Wkly	\$531.20	\$549.79	\$571.78	\$594.65	\$618.44	\$640.09	\$662.49	\$685.68
	Hrly	\$13.2800	\$13.7448	\$14.2945	\$14.8663	\$15.4610	\$16.0023	\$16.5623	\$17.1420
Steam Room Attendants	Wkly	\$524.67	\$543.03	\$564.75	\$587.34	\$610.83	\$632.21	\$654.34	\$677.24
	Hrly	\$13.1168	\$13.5758	\$14.1188	\$14.6835	\$15.2708	\$15.8053	\$16.3585	\$16.9310
Floor Attendants	Wkly	\$573.38	\$593.45	\$617.19	\$641.88	\$667.56	\$690.92	\$715.10	\$740.13
	Hrly	\$14.3345	\$14.8363	\$15.4298	\$16.0470	\$16.6890	\$17.2730	\$17.8775	\$18.5033
<b>MISCELLANEOUS</b>									
		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
Audio Visual Technician	Wkly	\$945.49	\$978.58	\$1,017.72	\$1,058.43	\$1,100.77	\$1,139.30	\$1,179.18	\$1,220.45
	Hrly	\$27.0140	\$27.9594	\$29.0777	\$30.2409	\$31.4506	\$32.5514	\$33.6909	\$34.8700
Carpet Cleaners	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
Floor Polishers	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 Storeroom Attendant	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
Furniture Polishers (Maintenance)	Wkly	\$917.33	\$949.44	\$987.42	\$1,026.92	\$1,068.00	\$1,105.38	\$1,144.07	\$1,184.11
	Hrly	\$26.2094	\$27.1269	\$28.2120	\$29.3406	\$30.5143	\$31.5823	\$32.6877	\$33.8317
Incinerator Attendants	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
Kitchen Fire Person	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
Linen Handlers/Distributors	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
Linen Room Personnel	Wkly	\$864.25	\$894.50	\$930.28	\$967.49	\$1,006.19	\$1,041.41	\$1,077.86	\$1,115.59
	Hrly	\$24.6929	\$25.5571	\$26.5794	\$27.6426	\$28.7483	\$29.7546	\$30.7960	\$31.8740
Linen Room Sewers	Wkly	\$868.58	\$898.98	\$934.94	\$972.34	\$1,011.23	\$1,046.62	\$1,083.25	\$1,121.16
	Hrly	\$24.8166	\$25.6851	\$26.7126	\$27.7811	\$28.8923	\$29.9034	\$30.9500	\$32.0331

		<b>MISCELLANEOUS (continued)</b>							
		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
Locker Room Attendant	Wkly	\$872.97	\$903.52	\$939.66	\$977.25	\$1,016.34	\$1,051.91	\$1,088.73	\$1,126.84
	Hrly	\$24.9420	\$25.8149	\$26.8474	\$27.9214	\$29.0383	\$30.0546	\$31.1066	\$32.1954
Minibar Attendant	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
Newspaper Deliverers	Wkly	\$864.25	\$894.50	\$930.28	\$967.49	\$1,006.19	\$1,041.41	\$1,077.86	\$1,115.59
	Hrly	\$24.6929	\$25.5571	\$26.5794	\$27.6426	\$28.7483	\$29.7546	\$30.7960	\$31.8740
Pages	Wkly	\$706.86	\$731.60	\$760.86	\$791.29	\$822.94	\$851.74	\$881.55	\$912.40
	Hrly	\$17.6715	\$18.2900	\$19.0215	\$19.7823	\$20.5735	\$21.2935	\$22.0388	\$22.8100
Sidewalk Cleaners	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
Soda Fountain Employees	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
Swimming Pool Attendant	Wkly	\$873.99	\$904.58	\$940.76	\$978.39	\$1,017.53	\$1,053.14	\$1,090.00	\$1,128.15
	Hrly	\$24.9711	\$25.8451	\$26.8789	\$27.9540	\$29.0723	\$30.0897	\$31.1429	\$32.2329
Window Cleaners F.T.	Wkly	\$943.67	\$976.70	\$1,015.77	\$1,056.40	\$1,098.66	\$1,137.11	\$1,176.91	\$1,218.10
	Hrly	\$26.9620	\$27.9057	\$29.0220	\$30.1829	\$31.3903	\$32.4889	\$33.6260	\$34.8029
Yard and Sanitation Employees	Wkly	\$866.38	\$896.70	\$932.57	\$969.87	\$1,008.66	\$1,043.96	\$1,080.50	\$1,118.32
	Hrly	\$24.7537	\$25.6200	\$26.6449	\$27.7106	\$28.8189	\$29.8274	\$30.8714	\$31.9520

It is agreed that, if any employee shall be engaged in work of any class or kind which has not been included in any of the specific classifications herein, the parties shall negotiate the amount of the minimum wage for such classifications, and if unable to agree, submit the matter to arbitration in accordance with the provisions of Article 26 of the Agreement. Pending determination by the Impartial Chairperson, the wage and hours and conditions of work for such employee shall continue as heretofore.

**SCHEDULE A-1**

**CLASSIFICATION OF MEALS, HOURS AND WAGES FOR  
BANQUET SERVERS & BANQUET CAPTAINS**

(Wage scales set forth herein shall include meals)

	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
Breakfast - Starting between 7:00 a.m. and 11:00 a.m., consuming 3 hours.	\$54.27	\$56.17	\$58.42	\$60.76	\$63.19	\$65.40	\$67.69	\$70.06
Luncheon - Starting between 11:00 a.m. and 3:00 p.m., consuming 3-1/2 hours.	\$54.90	\$56.82	\$59.09	\$61.45	\$63.91	\$66.15	\$68.47	\$70.87
Afternoon Tea or Cocktail Party - Starting between 2:30 p.m. and 5:00 p.m., consuming 3 hours.	\$53.63	\$55.51	\$57.73	\$60.04	\$62.44	\$64.63	\$66.89	\$69.23
Dinner or Supper - Starting after 6:00 p.m., consuming 4-1/2 hours.	\$56.10	\$58.06	\$60.38	\$62.80	\$65.31	\$67.60	\$69.97	\$72.42
Dance (no food) - Starting after 8:00 p.m., consuming 5-1/2 hours.	\$54.90	\$56.82	\$59.09	\$61.45	\$63.91	\$66.15	\$68.47	\$70.87
Additional for each setting up and each clearing off.	\$35.73	\$36.98	\$38.46	\$40.00	\$41.60	\$43.06	\$44.57	\$46.13
Holidays	\$210.76	\$218.14	\$226.87	\$235.94	\$245.38	\$253.97	\$262.86	\$272.06

In setting forth the stated hours and the time to be consumed by these various functions, it is the intent that overtime compensation will be paid in the event that service exceeds the hours set forth above, in the following amounts:

	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
Breakfast	\$27.10	\$28.05	\$29.17	\$30.34	\$31.55	\$32.65	\$33.79	\$34.97
Luncheon	\$23.47	\$24.29	\$25.26	\$26.27	\$27.32	\$28.28	\$29.27	\$30.29
Afternoon	\$26.86	\$27.80	\$28.91	\$30.07	\$31.27	\$32.36	\$33.49	\$34.66
Dinner OT	\$18.68	\$19.33	\$20.10	\$20.90	\$21.74	\$22.50	\$23.29	\$24.11

Overtime compensation for banquet captains shall be paid at one and one-half (1-1/2) times their hourly rate of pay.

It is not the intent of this provision to alter or abrogate any practice now existing that had been agreed upon between the parties hereto.

The hours designated for any function shall be the hours, beginning at the time when the service personnel report on the floor for duty, exclusive of any time consumed for dressing or eating.

Committee reception in connection with a dinner, held in a private room, wherein personnel also serve at the dinner—effective July 1, 2011, in addition to regular wages, \$34.98; effective July 1, 2012, \$36.20; effective July 1, 2013, \$37.65; effective July 1, 2014, \$39.16; effective July 1, 2015, \$40.73; effective July 1, 2016, \$42.16; effective July 1, 2017, \$43.64; and effective July 1, 2018, \$45.17.

Buffet, starting before 6:00 P.M., to be paid for at Luncheon Prices.

Buffet, starting after 6:00 P.M., to be paid for at Dinner Prices.

#### **WORKING CONDITIONS**

1. Service personnel shall report one (1) hour before the function is scheduled to begin.
2. Set-up personnel shall report for duty one (1) hour before service personnel report.
3. Clear-off personnel shall remain until function terminates.
4. Fifteen (15) covers shall be considered the standard set-up for breakfast and for supper (except in the case of an elaborate supper, in which case the set-up shall be ten (10)). Ten (10) covers shall be considered the standard set-up for luncheon and dinner.
5. Tables of eleven (11) and twelve (12) will be accepted as a regular set-up in exceptional cases, but not as a regular procedure.
6. Thirteen (13) to seventeen (17) covers will be considered a "split" table for which, for breakfast and luncheon, an extra \$33.93 shall be paid effective July 1, 2011; \$35.12 effective July 1, 2012; \$36.52 effective July 1, 2013; \$37.98 effective July 1, 2014; \$39.50 effective July 1, 2015; \$40.88 effective July 1, 2016; \$42.31 effective July 1, 2017; and \$43.79 effective July 1, 2018. For dinner, an extra \$35.07 shall be paid effective July 1, 2011; \$36.30 effective July 1, 2012; \$37.75 effective July 1, 2013; \$39.26 effective July 1, 2014; \$40.83 effective July 1, 2015; \$42.26 effective July 1, 2016; \$43.74 effective July 1, 2017; and \$45.27 effective July 1, 2018.
7. Double tables of twenty (20) to twenty-four (24) shall be considered two (2) tables as far as wages are concerned, except for breakfast where double tables shall be considered a "double split."



8. Set-up and clear-off personnel shall follow the general industry practice of servicing forty (40) covers.

9. In cases where no set-up personnel are provided and servers are required to set up their own tables, each shall be paid extra, in addition to his/her regular pay, as follows: July 1, 2011, \$8.91; July 1, 2012, \$9.22; July 1, 2013, \$9.59; July 1, 2014, \$9.97; July 1, 2015, \$10.37; July 1, 2016, \$10.73; July 1, 2017, \$11.11; and \$11.50 July 1, 2018.

10. When food is not provided, due to the late hour or otherwise, servers shall be paid twenty-five cents (\$0.25) extra in addition to their regular pay.

11. Payment of wages and gratuities shall be made as soon as possible after the termination of service but in no case later than forty-eight (48) hours after the function, except in exceptional cases.

12. Extra Banquet Captains who work on a daily basis instead of a weekly basis shall be paid for breakfast and luncheon \$95.72 effective July 1, 2011; \$99.07 effective July 1, 2012; \$103.03 effective July 1, 2013; \$107.15 effective July 1, 2014; \$111.44 effective July 1, 2015; \$115.34 effective July 1, 2016; \$119.38 effective July 1, 2017; and \$123.56 effective July 1, 2018. They shall be paid for dinner \$96.40 effective July 1, 2011; \$99.77 effective July 1, 2012; \$103.76 effective July 1, 2013; \$107.91 effective July 1, 2014; \$112.23 effective July 1, 2015; \$116.16 effective July 1, 2016; \$120.23 effective July 1, 2017; and \$124.44 effective July 1, 2018. It is understood that they will work during the entire period of the function, including the time required for setting up and clearing off.

13. Banquet clear-off servers at dinner dances who are required to remain more than one (1) hour after the service food terminates shall be paid, in addition to their regular clear-off wages, a flat sum of \$36.20 effective July 1, 2011; \$37.47 effective July 1, 2012; \$38.97 effective July 1, 2013; \$40.53 effective July 1, 2014; \$42.15 effective July 1, 2015; \$43.63 effective July 1, 2016; \$45.16 effective July 1, 2017; and \$46.74 effective July 1, 2018, and dinner overtime after completion of five and one-half (5-1/2) hours from the time they are called for service of the function. (It is understood that this rule will be uniform in all hotels for dinner dances and the various arrangements now in effect in individual hotels will be modified to conform with this procedure, except that any existing arrangements providing greater compensation to employees shall not be reduced.)

14. In order to avoid errors and confusion, the UNION shall provide the EMPLOYER with the names of the extra personnel referred for a function at least two (2) hours before they report for work. (This provision can be effective only in cases where the hotel calls the UNION not later than 3:30 P.M. on the day preceding the date of the function.)

15. Under no circumstances shall Banquet personnel or delegates have the privilege or right to discuss working conditions, wages or gratuities with Banquet Committees or guests. All grievances must be referred to the Headwaiter, and by the Delegate only.

16. It is understood that the hours, wages and working conditions for extra banquet servers and captains provide a minimum standard for all hotels. Any hotel that has already granted and put into effect conditions more favorable to the UNION than those listed above will be obligated to continue such practices now existing except as otherwise provided in Paragraph 13 above.

17. Banquet servers, at all functions with music, where the function continues after 2:00 A.M., shall be paid for work performed after 2:00 A.M. at the rate of \$23.32 effective July 1, 2011; \$24.14 effective July 1, 2012; \$25.11 effective July 1, 2013; \$26.11 effective July 1, 2014; \$27.15 effective July 1, 2015; \$28.10 effective July 1, 2016; \$29.08 effective July 1, 2017; and \$30.10 effective July 1, 2018. This rate shall be paid in addition to the present clear-off rates, as set forth in Paragraph 13 above, for banquet clear-off personnel who are required to remain more than one (1) hour after the service of food terminates. Any hotel which has already granted and put into effect conditions more favorable to banquet servers than those listed above shall continue such more favorable practices.

18. On or before October 1st of each year, a committee of the ASSOCIATION and a committee of the UNION shall meet to determine the wages to be paid employees for the following New Year's Eve. In the event the parties are unable to reach an agreement by November 1st, the matter may be submitted to arbitration.

19. Banquet servers covered by this Schedule shall receive the following vacation and holiday pay:

A. Eligibility

(1) A banquet server shall be eligible for vacation pay in a hotel in any fiscal year if s/he was on the hotel's steady rotation list for at least six (6) months in the previous fiscal year provided that his/her gross wages earned in the hotel were at least one thousand dollars (\$1,000).

For purposes of this provision the fiscal year shall be the period starting September 1, and ending August 31 of the following year. Vacation pay shall be paid to all eligible employees at the beginning of each fiscal year for the preceding year.

(2) The number of weeks of vacation pay for which a banquet server shall be eligible under Paragraph (1) above, shall be based on hotel's steady or rotation list for at least six (6) months, based on the schedule set forth in Article 28(A)(1) of the Agreement.

(3) The amount of vacation pay for employees who have been on the steady or rotation list for six (6) months or more in the preceding year will be calculated by multiplying the amounts arrived at under Paragraph (a) or (b) below by the following fractions:

6 months but less than 6-1/2 months .....	6/9
6-1/2 months but less than 7-1/2 months .....	7/9
7-1/2 months but less than 8-1/2 months .....	8/9
8-1/2 months or more .....	full amount

(a) Gross wages of one thousand dollars (\$1,000) but less than three thousand dollars (\$3,000):

One point nine percent (1.9%) of gross wages per week of vacation plus one hundred percent (100%).

(b) Gross wages of three thousand dollars (\$3,000) or more:

Effective July 1, 2011 – One thousand and fifty-three dollars and sixty-five cents (\$1,053.65)

Effective July 1, 2012 – One thousand and ninety dollars and fifty-three cents (\$1,090.53) per week

Effective July 1, 2013 – One thousand one hundred and thirty-four dollars and fifteen cents (\$1,134.15) per week

Effective July 1, 2014 – One thousand one hundred and seventy-nine dollars and fifty-two cents (\$1,179.52) per week

Effective July 1, 2015 – One thousand two hundred and twenty-six dollars and seventy cents (\$1,226.70) per week

Effective July 1, 2016 – One thousand two hundred and sixty-nine dollars and sixty-three cents (\$1,269.63) per week

Effective July 1, 2017 – One thousand three hundred and fourteen dollars and seven cents (\$1,314.07) per week

Effective July 1, 2018 – One thousand three hundred and sixty dollars and six cents (\$1,360.06) per week

Gross wages shall mean the sum of the function rate plus the rate for split tables, set-up and clear-off (exclusive of gratuities).

**B. Banquet Captains**

Banquet captains on a hotel's steady list shall be eligible for vacations in accordance with the foregoing rules, but gross wages shall mean the banquet captain's total straight-time earnings, exclusive of gratuities, received during the preceding calendar year.

**C. Roll-Call Banquet Servers**

Effective July 1, 2011, Roll Call banquet servers shall be paid \$6.53 for each banquet function as vacation and holiday pay. The foregoing payment shall be increased effective July 1, 2012 to \$6.76; effective July 1, 2013 to \$7.03; effective July 1, 2014 to \$7.31; effective July 1, 2015 to \$7.60; effective July 1, 2016 to \$7.87; effective July 1, 2017 to \$8.15; and effective July 1, 2018 to \$8.44. Said payment shall be paid together with their regular earnings.

In the event Roll Call banquet servers work on a holiday listed in Article 29(A) of the collective bargaining agreement, they shall receive holiday pay in the same amount payable to a la carte servers under the wage scale set forth in Schedule A. Said holiday pay shall be in addition to the wages payable for the banquet function or functions.

D. Banquet servers on a hotel's steady rotation list and banquet captains on a hotel's steady list shall receive holiday pay based upon the same eligibility applicable

to regular employees. The amount of pay for a holiday shall be the amount payable to a la carte servers or a la carte captains under the wage scales set forth in Schedule A.

Should it be necessary for such banquet servers or banquet captains to work on any of the holidays listed in Article 29(A) of the collective bargaining agreement, said holiday pay shall be in addition to the wages payable for the banquet function or functions.

**SCHEDULE A-3**  
**VACATIONS AND HOLIDAYS FOR STEADY EXTRA**  
**BANQUET BARTENDERS**

Steady extra banquet bartenders shall be eligible for vacation and holiday pay in accordance with the following provisions:

1. Eligibility

A. A steady extra banquet bartender shall be eligible for vacation pay in a hotel in any calendar year if s/he was on the hotel's steady extra list for at least six (6) months in the previous calendar year, provided that his/her gross wages earned in the hotel, exclusive of gratuities, was at least one thousand dollars (\$1,000).

B. The number of weeks of vacation pay for which a steady extra bartender shall be eligible under Paragraph "A" above shall be based on the number of consecutive years, in each of which the employee has been on the hotel's steady extra banquet bartenders list for at least six (6) months and shall be in accordance with the schedule set forth in Article 28(A) of the Agreement.

C. The amount of vacation pay for employees who have been on the hotel's steady extra banquet bartenders list for at least six (6) months or more in the preceding years will be calculated as follows:

Each employee in order to be eligible for vacation pay must earn a minimum of one thousand dollars (\$1,000) of wages and a maximum of three thousand dollars (\$3,000) of wages.

Each employee receiving three thousand dollars (\$3,000) or more in wages excluding gratuities should receive a maximum vacation pay of \$955.10 effective July 1, 2011; \$988.53 per week, effective July 1, 2012; \$1,028.07 effective July 1, 2013; \$1,069.19 effective July 1, 2014; \$1,111.96 effective July 1, 2015; \$1,150.88 effective July 1, 2016; \$1,191.16 effective July 1, 2017; and \$1,232.85 effective July 1, 2018.

For steady extra banquet bartenders earning more than one thousand dollars (\$1,000) but less than three thousand dollars (\$3,000), the rate of vacation pay will be prorated on the percentage of earnings considering three thousand dollars (\$3,000) as one hundred percent (100%).

Said proportion to be applied as follows:

The vacation pay above would be subject to the following:

- 6 months employment but less than 6-1/2 months: ..... 6/9
- 6-1/2 months employment but less than 7-1/2 months: ..... 7/9
- 7-1/2 months employment but less than 8-1/2 months: ..... 8/9
- 8-1/2 months employment or more: ..... full amount

D. Steady extra banquet bartenders shall receive holiday pay based upon the same eligibility applicable to regular employees. The amount of pay for a holiday shall be the amount payable to a service bartender under the wage scale set forth in Schedule A.

Should it be necessary for a steady extra banquet bartender to work on any of the holidays listed in Article 29(A), said holiday pay shall be in addition to the wages payable for the banquet function or functions.

E. Bartenders who are neither on the steady extra banquet payroll nor the regular hotel payroll and are called in to service banquet functions shall receive \$5.73 per function as vacation and holiday pay effective July 1, 2011; \$5.93 as of July 1, 2012; \$6.17 as of July 1, 2013; \$6.42 as of July 1, 2014; \$6.68 as of July 1, 2015; \$6.91 as of July 1, 2016; \$7.15 as of July 1, 2017; and \$7.40 as of July 1, 2018.