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**MEMORANDUM**

**DATE:** June 23, 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 Department

**RE:** Hidden Surveillance Cameras

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We remind Hotels of the following requirement contained in Article 64(C) of the Industry Wide Agreement:

“Every six (6) months, i.e., on January 15<sup>th</sup> and **July 15<sup>th</sup>** of each year, the Employer shall provide the Union with the following information relating to the installation and use of hidden surveillance equipment completed during the previous six (6) month period: the type of equipment installed or used, the location of the equipment, the purpose of the installation or use, the duration and dates of the installment and use.”

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

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