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MEMORANDUM

DATE: May 11, 2015

TO: Hotel Association of New York City, Inc.
Labor Relations Members
General Managers, Human Resource Directors and Controllers

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

RE: Industry Wide Agreement (“IWA”): July 1, 2015 Wage and Wage-Related Increases

There is an adjustment called for under the IWA to take effect on July 1, 2015. On that date, each employee on the Employer’s payroll shall receive a wage increase of 4.0% of the employee’s actual rate of pay in effect on that date.

The following wage-related items must be increased by 4.0%:

Extra Rooms

Current	\$13.71
July 1, 2015	\$14.26

Cots

Current	\$4.56
July 1, 2015	\$4.74

Night-Shift Differential

Current	\$1.23 per hour
July 1, 2015	\$1.28 per hour

Porterage for Bellpersons

Current	\$2.79 per bag (maximum two bags per person)
July 1, 2015	\$2.90 per bag (maximum two bags per person)

Porterage for Doorpersons

Current	\$1.39 per bag (maximum two bags per person)
July 1, 2015	\$1.45 per bag (maximum two bags per person)

Bellperson fee pursuant to Article 50(C)

Current	\$1.34 per person
July 1, 2015	\$1.39 per person

Please keep in mind that the New York State Wage Theft Prevention Act requires employers to notify employees each time his/her rate of pay changes. As such, please provide this notice in writing to all employees affected by the general July 1, 2015 IWA wage increases. The "Sample Pay Notice" for the hospitality industry can be found on the New York State Department of Labor website at the following address; <http://www.labor.ny.gov/formsdocs/wp/ellsformsandpublications.shtm>.

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

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