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MEMORANDUM

DATE: June 10, 2013

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, 2013 Wage and Wage-Related
Increases; Increase to Pension Fund Contributions

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 4.0% 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	\$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 percent (0.5%), from 9.0% to 9.5%.

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