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Confidential Attorney/Client Privileged Memorandum

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

From: Kane Kessler, P.C.
Labor & Employment Law Dept.

Date: October 8, 2014

Re: Notice of Union Dues Rates, Initiation Fee and Reporting Requirements

At Monday's H.R. Directors Meeting, we advised Hotels to make a good faith, sustained effort towards complying with the Union's electronic dues and payroll reporting. We advised those Hotels that were encountering difficulty to contact the Union to seek assistance. As we explained, the Union has the right to request this information in this form under federal labor law and Article 66, Electronic Reporting, of the IWA.

We received a call from Peter Ward last evening who stated that certain Hotels have openly informed the Union that they have no intention of complying with the Union's dues request. Ward said that certain Hotels were not complying with Article 66 and that on the basis of I.C. Decisions 2009-23i.o. and 2009-31i.o., which compelled compliance with Article 66, the Union had a lawful right to strike those Hotels. Ward went further to assert some Hotels were openly defying Article 66's requirements by sending PDF documents or sending information to the Funds but not to the Union.

The foregoing casts a spotlight on Hotels' compliance with both Article 66 and the dues reporting. Accordingly, we urge Hotels to make such compliance a priority and, where necessary, to contact the Union if assistance is required. Contact us immediately if you receive a threat to strike the Hotel for non-compliance with Article 66.

If you have any questions, please do not hesitate to contact David R. Rothfeld, Judith A. Stoll, Robert Sacks, Niki Franzitta, Lois Traub, Alexander Soric or Michael Lydak.

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