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CONFIDENTIAL ATTORNEY-CLIENT
PRIVILEGED MEMORANDUM

DATE: November 17, 2014

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

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

RE: Panic Device Grievance

As we reported last year, following extensive negotiations between the Hotel Association and the Hotel Trades Council regarding panic devices, an agreement was reached on the protocols that vendors must adopt which allowed Hotels to seek and contract with vendors. Although the original deadline for the implementation of panic devices was July 1, 2013, we were able to also negotiate an extension of that time such that Hotels were required to contract with a panic device vendor by December 31, 2013, with actual installation of the devices to occur shortly thereafter. The Union had not raised the issue of the implementation of panic devices since that time.

Unfortunately, there was a recent incident at a Hotel that had not yet implemented panic devices in which a Room Attendant complained that a guest assaulted her. As a result, the panic device issue has resurfaced and the Union has filed a grievance against that Hotel for its failure to provide a safe work environment and to provide panic devices to its employees.

In light of the fact that the Union is likely to begin scrutinizing this issue at Hotels, if your Hotel has not yet implemented panic devices, it is imperative that you do so as quickly as possible.

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

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