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**CONFIDENTIAL ATTORNEY-CLIENT
PRIVILEGED MEMORANDUM**

DATE: October 29, 2015

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

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

RE: **2016 Calendar Year Industry Wide Agreement (“IWA”) wage and wage related increases and benefit fund contributions**

I. January 1, 2016:

A. Health Benefit Fund: IWA contribution rates to the Health Benefit Fund increase to 27.75% on January 1, 2016, which is inclusive of a .5% Health Benefit Fund increase and the diverted Pension and Prepaid Legal Fund contributions.

B. Bellpersons and Doorpersons: The base hourly rates for both Bellpersons and Doorpersons must be increased by Fifty Cents (\$0.50), effective January 1, 2016, as follows:

Base Hourly Rate for Bellpersons (Transient and Semi-Transient)

Current	\$17.0839
January 1, 2016	\$17.5839

Base Hourly Rate for Doorpersons

Current	\$17.3776
January 1, 2016	\$17.8776

C. Prepaid Legal Fund: Hotels must continue to contribute to the Trustees of the New York Hotel Trades Council and Hotel Association of New York City, Inc. Prepaid Legal Services Fund one-half of one percent (0.25%) of the wages payable to the employees for the preceding pay period for the purpose of making available certain legal services benefits to employees of the Hotel and their dependents.

D. Industry Training and Scholarship Fund: Hotels must continue to pay the Trustees of the New York Hotel Trades Council and Hotel Association of New York City, Inc. Industry Training and Scholarship Fund the sum of One Dollar and Fifty Cents (\$1.50) per month for each employee on the Hotel's payroll on the 15th day of each month for the purpose of establishing and maintaining programs to train employees for promotion and advancement, and One Dollar (\$1.00) per month for each employee on the Hotel's payroll on the 15th day of each month to provide educational scholarships and tuition aid to dependents of the Hotel's employees.

II. July 1, 2016:

A. Industry-wide wage increases: Base hourly rates for all classifications are subject to 3.5% increases. In addition, the following wage-related items must be increased by 3.5% as well, as follows:

Extra Rooms

Current	\$14.26
July 1, 2016	\$14.76

Cots

Current	\$4.74
July 1, 2016	\$4.91

Night-Shift Differential

Current	\$1.28 per hour
July 1, 2016	\$1.32 per hour

Porterage for Bellpersons

Current	\$2.90 per bag (maximum two bags per person)
July 1, 2016	\$3.00 per bag (maximum two bags per person)

Porterage for Doorpersons

Current	\$1.45 per bag (maximum two bags per person)
July 1, 2016	\$1.50 per bag (maximum two bags per person)

Bellperson fee pursuant to Article 50(C)

Current	\$1.39 per person
July 1, 2016	\$1.44 per person

B. Pension Fund: Hotels must increase their rate of contribution to the Trustees of the New York Hotel Trades Council and Hotel Association of New York City, Inc. Pension Fund from 6% to 6.5%, which reflects the contributions diverted to the Health Benefit Fund by 0.50%.

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

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