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***CONFIDENTIAL ATTORNEY-CLIENT  
PRIVILEGED MEMORANDUM***

**DATE:** March 24, 2014

**TO:** HANYC Labor Relations Members and General Members Who Are Bound to the Industry-Wide Collective Bargaining Agreement (“IWA”) General Managers, Human Resource Directors and Controllers

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

**RE:** Revised Bargaining Authorization

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As we previously advised, the Association’s Board of Directors unanimously voted to accept the Hotel Trades Council’s request to commence negotiations for a wages-only extension of up to five years of the current IWA.

In response to comments received from various Hotels, we have clarified the Bargaining Authorization to reflect that the upcoming negotiations will be limited to “wage related items.”

Accordingly, if you have not already done so, please sign and return the attached revised authorization by April 1, 2014 to:

[nfranzitta@kaneessler.com](mailto:nfranzitta@kaneessler.com)

For those Hotels that executed the prior Bargaining Authorization, we will conform the Authorization which you sent us to state “wage related” and will send it back to you for your files.

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

**BARGAINING AUTHORIZATION AND CONSENT**

The Hotel Association of New York City, Inc. (“HANYC”) is hereby authorized to engage in early, wage related negotiations for a successor to, or extension of, the Industry Wide Collective Bargaining Agreement (“IWA”) on behalf of the undersigned Hotel as a member of multi-employer group represented by HANYC.

I consent to be bound by the successor to, or extension of, the IWA if approved by HANYC’s Board of Directors. If the Board does not approve a successor to, or extension of, the IWA by said date, this authorization will expire on or about July 1, 2014. I understand that if I do not consent to this authorization I will continue to be bound to the current IWA, but will have the right to negotiate at the expiration of the current IWA on June 30, 2019.

Dated: March \_\_\_\_\_, 2014  
New York, New York

HOTEL (Owner, Manager and Operator)

\_\_\_\_\_  
Print name of Hotel

Sign: \_\_\_\_\_

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Print Title

Return to Kane Kessler, P.C. by fax to (212) 541-9799,  
or by email to: nfranzitta@kanekessler.com or

Kane Kessler, P.C.  
Attn: Niki J. Franzitta, Esq.  
1350 Avenue of the Americas  
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**PLEASE RETURN NO LATER THAN APRIL 1, 2014**