

**KANE KESSLER, P.C.**  
**666 Third Avenue**  
**New York, N.Y. 10017**  
(212) 541-6222  
Fax (212) 541-9799  
Direct dial (212) 519-5156  
[drothfeld@kanekessler.com](mailto:drothfeld@kanekessler.com)

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

**DATE:** February 14, 2017

**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:** Survey – HTC Hiring Hall Candidates

---

At the most recent meeting of Human Resources Directors on February 6, 2017, we notified Hotels of our intention to solicit information from HANYC Labor Relations Members regarding the quality of candidates supplied by the Union Hiring Hall for jobs posted by Hotels pursuant to Article 21. We raised this point in response to the number of complaints we have received from Hotels on this issue. The primary complaints include applicants with no experience in the position; and applicants who are sent in direct contravention to the schedule of the open position.

This Memorandum serves as a follow up to that discussion and includes a request for information that we can analyze in order to consider whether or not modifications to the referral process are necessary.

Please see the information requested below and respond to Michael Lydakis (Mlydakis@kanekessler.com). This is a rolling survey so do not hesitate to regularly respond as you encounter difficulty with the quality of Hiring Hall candidates.

**Information Requested:**

- Classification for which the opening is posted
- Date of posting
- Full-time, part-time, “extra”, or substitute
- Total number of candidates supplied by the Union
- Candidate name(s)
- Date(s) candidate(s) first referred

- Reason(s) for rejecting a candidate – include complete description
  1. Experience
    - (a) None
    - (b) Minimal
  2. Demeanor during the interview
  3. Appearance
  4. Ability to answer questions directly related to the job
  5. Candidate falsified information on the application
  6. Candidate barred from applying pursuant to a Voluntary Settlement Agreement
  7. Candidate withdrew on his/her own accord
  8. Other – please explain

If you have any questions, please do not hesitate to contact [David R. Rothfeld](#), [Robert L. Sacks](#), [Lois M. Traub](#), [Alexander Soric](#), [Michael C. Lydak](#), [Jaelyn Ruocco](#) or [Jennifer Schmalz](#).

cc: Vijay Dandapani, President and CEO  
Hervé Houdré, Acting Chairman