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*CONFIDENTIAL ATTORNEY-CLIENT  
PRIVILEGED MEMORANDUM*

**DATE:** August 2, 2013

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

**FROM:** Kane Kessler, P.C.  
Labor & Employment Dept.

**RE:** Union's Request to Release Delegates

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We understand that the Union is contacting Hotels seeking the release of delegates to attend a rally on Wednesday, August 7, 2013 from 9am to 1pm.

As we have previously advised in similar situations, while Hotels are not obligated to comply, many Hotels do allow the release of delegates to attend in these situations, provided there is no adverse operational impact. Although some Hotels may choose to do so, Hotels are under no contractual obligation to pay delegates for their attendance. However, in both cases, each Hotel should follow their established past practice.

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