




# HOTEL ASSOCIATION OF NEW YORK CITY, INC.

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**TO:** General Managers – Member Hotels  
**FROM:** Joseph E. Spinnato   
**DATE:** June 10, 2014  
**RE:** Tentative Successor Agreement to the IWA

As you were previously advised by Memorandum earlier today announcing a General Membership Meeting on June 20, 2014, the Association's Bargaining Group Negotiating Committee reached a tentative settlement with the Union on a Successor Agreement to the IWA from July 1, 2019 through June 30, 2024. The tentative settlement is subject to ratification by the Association's Board of Directors.

We wanted to take this opportunity to provide a summary of the terms of the Successor Agreement to Hotels, as follows:

1. **WAGES:** Annual increases of One Dollar (\$1.00) per hour for non-tipped classifications and Fifty Cents (\$0.50) per hour for tipped classifications, each July 1<sup>st</sup>, beginning in 2019.
2. **WAGE- RELATED ITEMS:** Increases to wage-related items in the IWA (e.g. extra rooms, night shift differential, portage and banquets), in accordance with past practice, as follows:  
  
2019: 2.75%  
2020: 2.68%  
2021: 2.61%  
2022: 2.54%  
2023: 2.48%
3. **FUNDS CONTRIBUTIONS:** Reallocation of a portion of Pension contributions during current contract term, and Prepaid Legal contributions during current and Successor contract terms to offset necessary Health Fund increases. Health Fund contribution rate increases by 3.5% over the course of the five year contract to maintain the required liquid asset threshold.
4. **FOOD AND BEVERAGE DISCUSSIONS:** The Union commits to meet within three (3) months of the effective date of the Agreement to discuss the Association's food and beverage proposals.
5. **RATIFICATION:** All terms of the Agreement are subject to ratification by both parties and are contingent upon the approval by the U.S. Department of Labor of the individual prohibited transaction exemption application regarding the Pension Fund's purchase of the lot from the Health Fund upon which the new Brooklyn Health Center will be built.

The above is merely a summary. The specific details regarding the Agreement will be presented at the General Membership Meeting which will take place on Friday, June 20, 2014 at the Crowne Plaza Times Square, Times Square A and B Room on the Hotel's Lobby Level.