

Transport Workers Union Local 721

The Dealers Voice



Uniting Casino Dealers of Nevada

January/February 2008

TWU Local 721 Office

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9AM-5PM M-F

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Membership Card

Don't forget to fill out your membership cards. See your negotiating committee member to get one. *These are different cards than the ones we filled out to get our union election.*

Update your Address

If you are not receiving the Dealers Voice in the mail, please send an updated address to Tammy at the office. tchaplin@twu.org.

Register to Vote

You can register to vote or change party affiliations at <http://www.co.clark.nv.us/election/votequal.asp>. Click on "Click here to request an application"

Welcome Caesars Dealers!!!

Caesars Palace voted on December 22, 2007 in favor of Union Representation by the TWU. The final vote count was 380 to 128, a 75% victory! Congrats to all the dealers at Caesars and Welcome to our Local 721 Family!!

TWU Gaming Division

From www.TWULocal721.com. TWU International President James Little announced in Las Vegas a new division of the TWU International... "GAMING DIVISION".

On January 30, a "Special Union Meeting" was called in Las Vegas. In attendance were TWU President James Little, Executive Vice President Harry Lombardo, Secretary/Treasurer Joe Gordon, TWU International Organizers Joe Carbon and Steve Roberts along with approximately 200 casino Dealers representing 10-12 different Las Vegas casinos, including Caesars Palace, Wynn, Rio, Mirage, Mandalay Bay, Harrah's, Paris, Rio, Flamingo and Bally's.

Mr. Little appointed Joe Carbon as the first Director of the newly formed division. Joe has been instrumental as a TWU International Organizer in helping organize Dealers throughout Nevada. Congratulations Joe!

With the new Gaming Division, TWU has solidified their commitment to the Dealers of this Country. Prior to the announcement, the TWU consisted of three Divisions, Transport, Airlines, and Rail Divisions. The addition of a new Division in the 70 year old Union is a huge step for the TWU.

We know that the next few years are going to be "growing years" for both the Gaming Division and the casino Dealers in this Country. Now, the next time a casino "union buster" says, "What does the TWU know about Gaming?", our response will be, "Well, they have a Division dedicated to gaming employees and currently have 1200 members."

The TWU is here to stay Las Vegas! We now have Dealers from two of the top casinos in the world as members of the TWU/Gaming Division! Our future is looking very bright! The more Dealers who join us in our efforts to achieve our goals, the stronger we will become. Join us now!

Wynn Violates National Labor Relations Act

The National Labor Relations Board has found Wynn management guilty of violating federal law on several counts. The NLRB decided that Wynn must post a notice indicating that they will no longer violate the law. It is located near the swing shift and graveyard shift schedules in the dealers lounge. Please take the time to read it as it addresses your rights under the Act.



~ Upcoming Events ~

Caesars Palace Negotiations

Caesars Dealers will start negotiating with Caesars Palace management in March. Let's wish them luck!

Labor Commissioner Hearing

A hearing has been tentatively scheduled for March 19, 2008 with the Labor Commissioner, a lawyer representing the dealers, the Nevada Attorney General and the company. The purpose of the hearing is to have the Labor Commissioner make a decision on the legality of Steve Wynn's tip policy. The hearing will be held at the Grant Sawyer building on Washington Avenue. Please make plans to attend.

Wynn Negotiations Update

We have attended 15 negotiating meetings now and have been working hard to try to establish a good relationship with our employer. We have been trying to take the high road in our dealings with the company because it is absolutely necessary for us to prove that we were willing to take that approach until it was absolutely necessary not to. And though the company says they wish to establish that relationship with the union, everything they *do* contradicts what they say.

Meanwhile, we continue to prove that despite the taking of our money, the lack of respect, and the emotional strain that comes along with those things that we are still some of the best and most professional and proficient dealers anywhere. The 97% score we received from Mobil or AAA is clear proof of that. Though most employers would want to reward these employees, we have found that our highly profitable employer does not want to give us the simple respect and security we deserve.

Though this is nothing we all didn't foresee, it is time for all of us to make some tough decisions regarding how to proceed from here. The negotiating committee along with the union representatives have been discussing what the next steps are going to be and have some ideas. Of course, though the negotiating committee would rather solve these problems on their own, we union members must be prepared to show our solidarity and participate in upcoming union activities. We will keep you posted on what these activities will be.

In the mean time, let's continue to prove how good we are at what we do. Read your new manuals and follow them, cover yourself, and continue to provide the unparalleled service you do now.

Don't forget! Though you may not have *seen* a lot of what the union is doing for you up to this point, they have been working hard along with the committee to expand our membership, produce positive public relations campaigns which you will start to see soon, and negotiate our contract. We have heard the question, "What has the union got for you in 7 months?" many times. If there's any reason the union hasn't "Got anything for you in the last 7 months", it's only because we have not had the cooperation from the *company* we were hoping to get. We hope that will change soon. In the meantime, we ask for your patience and understanding through something we all knew wouldn't be an easy task.

STAY STRONG!

STAY UNITED!

Union Lingo

Successorship: A successorship clause in a union contract is designed to ensure that the contract is still honored in the case of a change in ownership. Though we may not anticipate a change in ownership, we have learned from experience that in the casino industry, properties tend to change hands often enough for this to be an important element in our future security.

What do we want in our contract?

This is a basic list of the proposals that have been presented to the company. Some of the things on this list are things we already have that we are protecting.

- Complete Control of Our Tips
- Grievance and Arbitration with Just Cause
- Progressive Discipline
- Recognition of Seniority for Shifts, Days Off, Vacations, Layoffs and Recalls, and Promotions
- Vacation and Flex Time
- 401K Retirement Benefits
- Current or Better Health Benefits Including Medical, Dental, Prescription, Vision, Dental, and Orthotics
- Attendance Policy with Set Double Points Days
- Standard of Management/Employee Communications Regarding Policy Changes etc.
- Smoking Area, Uniforms/Cleaning, Free Parking, Dealers Lounge with Provisions
- Recognition of Employees' Right to be Removed from Abusive Situations
- Reasonable Time Period for Posting of Schedules
- Successorship
- Employee/Management Cooperation Committees
- Protection and Cooperation for Union Activities

Lawsuit

All the briefs for our lawsuit have been filed a few months ago, however, we're in the waiting stages for a date to be set by the Nevada Supreme Court. We will let everyone know as soon as a date has been set.

PEST Initiative

The PEST committee has consulted with their lawyers to set up a petition to put the tipping issue to a public vote. We'll need to collect 58,000 signatures in order to present the petition to the Nevada Legislature. They can then ratify the petition as law. If they choose not to ratify the petition, it will then be put on the 2010 ballot in the general election where the public will vote on it. If you wish to collect signatures, go to www.twulocal721.com and click on the "PEST Committee" link on the left. Then click on the "Petition" link at the left and read the instructions on that page. You can then click on the "click here to save/print the petition" link in the middle of the page and print it out. Any registered voter can sign the petition. Make sure it is filled out fully with the county and that it is signed. After it is filled out, you must have the petition notarized. Then mail it back to the PEST Committee. It will be hard work but we can make it happen.

Website Is Up!

You can now get more information on the TWU by going to the website at www.TWULocal721.com. You can click on the link for your specific property. There are currently pages for many Las Vegas, Laughlin, Reno, and Tahoe casinos.