

Good morning Chairman and Board Members

My name is Jason Kordosky and I am here on behalf of the Culinary Workers Union.

I am here today to bring your attention to two recent academic studies that raise serious concerns about the human rights and working conditions of employees at Station Casinos. As the third largest private employer in Nevada, Station Casino's occupational safety practices pose a significant public health question for Nevadans.

The first report, titled *Banking on Unsafe Working Conditions*, is authored by Yale and Harvard educated, former UNLV Associate Professor Fatma E. Marouf, who recently taught courses in International Human Rights Law and was the Co-Director of Boyd Law School's Immigration Clinic, Sameer Ashar, a Clinical Professor of Law at UC Irvine School of Law, and Jennifer Rosenbaum, a Human Rights Fellow at Yale Law School. In the report, the authors examine the working conditions of employees at Station Casinos and raise serious human rights concerns – foremost regarding worker health and safety.

The key allegations of human rights issues include:

- inadequate safety gear and precautions
- preventable workplace injuries
- inadequate protection from abuse by customers
- severe mental stress
- environmental hazards
- inability to take breaks
- lack of job security
- lack of social security
- excessive work without overtime pay
- discouragement of freedom of association and collective bargaining
- discrimination
- abuse of human dignity

The second report, titled *On-the-Ground Health and Safety Experiences of Non-Union Casino Workers*, is authored by Dr. Diana Romero, an Associate Professor at the City University of New York's School of Public Health, and Kathleen Flandrick, Master of Public Health. The report is the result of a blind study commissioned by the Culinary Workers Union, Local 226. The findings of the study, which were presented at the American Public Health Association's 2016 conference, "present a grim picture of work conditions related to employee health and safety risks" at Station Casinos' properties.

Notable findings from the study, which was conducted in 2015, include:

- 84.6% of respondents said that first aid supplies were not easily available at work.
- Study participants described receiving reprimands and warnings for situations such as reporting a gun in a guest's room where the guest claimed the worker had gone through his things or being blamed for a health code violation when a worker used a broken food warmer.

- 1/3 of guest room attendant respondents said they are not provided with a separate sponge/rag to clean toilets.
- 60.7% of respondents said they “feel discriminated against at work.”

On February 9, 2017, workers from nine casino hotels owned and managed by Station Casinos delivered a petition to their respective human resources departments. The petition was signed by one hundred occupational health professionals and calls on Station Casinos to assure full compliance with its responsibility to protect its workers from health and safety risks.

I think you will agree that the findings in these studies raise serious questions about the health and safety of workers at Station Casinos. As the third largest private employer in the State of Nevada, Station Casinos’ treatment of workers has sizable public health implications. It also has implications for the quality of life of Clark County families and workers in the gaming industry that is the chief engine of our local economy. We urge you to exercise the vast moral authority of your position to demand that Station Casinos assure full compliance with its obligations to provide a safe and healthful work environment for its employees.

Thank you for your time.

Good morning Good morning Chairman and Board Members

My name is William Fountain and I've been working at Red Rock for going on 11 years in May as a Houseman.

I just want to share some issues with you about my working conditions.

We don't have the proper tools to do our job, the proper chemicals, and they give us so much work that when I take my lunch break and I come back on the floor there is linen all over the floor. At that time, new guests will soon be arriving and I have rush to pick up all the linen which is hard on my back. I take my break on time but when I complain to the managers about all the linen on the floor all they do is make it hard for me and I feel harassed.

I've been working in the industry for almost 42 years, for 24 years I was at a union hotel, so I know the difference between feeling harassed and being treated with respect.

Please take my issues seriously and do whatever you can to solve the problem.

Thank you for your time.