

January 8, 2024

Sandra Douglass Morgan  
President  
Las Vegas Raiders  
1475 Raiders Way  
Henderson, NV 89052

Dear Ms. Morgan,

On behalf of the Local Joint Executive Board of Las Vegas (Culinary Workers Union and Bartenders Local 165), I write to tell you that workers employed by several Allegiant Stadium service providers want to unionize.

It's easy to see why. Nevada taxpayers contributed *\$750 million dollars* to the construction of Allegiant Stadium. This is the largest taxpayer investment ever made in a stadium project up until that point. In return, Nevadans were promised that the stadium would lead to "high value job opportunities" for workers in Las Vegas. Advocates claimed it would create permanent jobs where workers could make an average salary of \$39,000 per year.

But that's not how it turned out. Many workers at Allegiant don't even earn enough to support themselves, much less earn \$39,000 per year. Here are some examples:

- ABM Industries [advertises](#) custodial jobs for just \$15 per hour. If those custodians could work full-time at that wage, they would earn just \$31,200 a year. But of course, they can't work full-time. They can only work when there are events available. Meanwhile, workers performing similar custodial work at casinos on the Strip earn \$25.24 per hour, or \$51,700 a year.
- Cashiers at non-union concessions operated by Levy earn just \$13 per hour. If those cashiers could work full-time at that wage, they would earn barely over \$27,000 a year. But again, they can't even earn that because they can't work full-time. In contrast, unionized cashiers at the Las Vegas Convention Center earn \$23.54 per hour, or almost \$49,000 a year.
- S.A.F.E. management [advertises](#) starting wages for ticket takers at just \$13.25 per hour, or the equivalent of just over \$27,000 a year. That is well below the wage for *any* union job of *any* kind at the Las Vegas Convention Center.

But low wages are not the only way in which Allegiant's non-union workforce lags behind the Las Vegas standard. Union workers, including Levy workers at Allegiant Stadium who *are* unionized, enjoy free family healthcare through the Culinary Health Fund. They can add the seasonal hours that they work at Allegiant to hours they work at other union jobs to qualify. Non-union workers can't do that. And union workers enjoy strong pension plans, job security, and other benefits on top of the fair wage they are paid.

So you can see why workers at Allegiant Stadium have approached us about unionizing. These workers include stadium cleaners employed by ABM Industries, ushers and ticket-takers employed by S.A.F.E. Management, the remaining non-union concession workers employed by Levy, and concession workers employed by companies operating independently of Levy: Abuela's Tacos, Auntie Anne's, Battlebord Burgers, BBQ Mexicana, Café Lola, Capriotti's, Clyde's Hot Chicken, Dirt Dog, Event Management Solutions, Evel Pie, Ferrar's, Freeds, Fuku Burger, Gridiron Great, Holstein's, Island Flavor, Oming's Kitchen, Picanha Steak, Pinkbox, Pizza Rock, Rolling Smoke, Slice House, Sweet N' Boozy and Yard Bird.

These workers are demanding the right to organize as soon as possible. To that end, we intend to ask each of the above employers to ask to enter into a cardcheck/neutrality agreement that will allow workers to express their choice on unionization. Under such an agreement, the union and the employer will each assume obligations that will permit the employer's employees to decide whether a majority of them want union representation through a process that is both fair and harmonious. It's a win for everyone, including the Raiders.

Given your reputation as a problem solver, we hope to have your cooperation in helping us to secure agreements with each of these employers. We are committed to prioritizing getting this done as soon as possible. Please let me know when we can have a discussion in the near future.

Very truly yours,



D. Taylor  
UNITE HERE  
President

CC: Ted Pappageorge  
Diana Valles  
Terry Greenwald  
Lana Loebig  
Elizabeth Shuler  
Steve Hill  
Lloyd Howell  
Commissioner Michael Naft  
Commissioner Marilyn Kirkpatrick  
Commissioner Ross Miller  
Commissioner William McCurdy  
Commissioner Tick Segerblom  
Commissioner Justin Jones  
Commissioner James Gibson