

## WHO WE ARE

- We are the 2700 dealers and dual-rate dealers working at Foxwoods Resorts Casino.
- We are a very diverse workforce, including Chinese, Laotian, Cambodian, Vietnamese, Peruvian, Puerto Rican, Portuguese, Haitian, white and African American employees.
- Our workplace concerns include declining benefits, wage stagnation, a voice at work, respect and health and safety issues. As dealers, we are exposed to dangerously high levels of secondhand smoke, causing respiratory illnesses, asthma, the "Foxwoods flu", cancer and other health concerns.
- Starting pay 16 years ago was \$3.75. Today it is \$4.25. The vast majority of dealers' pay comes from tips, which are referred to as "tokens".
- Workers live in eastern Connecticut, Rhode Island, Massachusetts and New York.
- February 2007, the D.C. Circuit Court ruled that the National Labor Relations Act protects tribal casino workers. Nonetheless, Foxwoods maintains tribal labor laws that discourage unionization and limit workers' rights apply, rather than federal labor laws.

## CHRONOLOGY

- February 2007 U.S. Circuit Court of Appeals rules that N.L.R.A. applies to tribal casino employees, defining the casinos as a commercial enterprise (not a tribal government function) because the vast majority of workers and the vast majority of patrons are not tribal members.
- June 2007 Casino dealers publicly launch organizing effort with the UAW.
- July 2007 to present Management engages in numerous unfair labor practices to discourage unionization. The NLRB investigates and ultimately charges Foxwoods with thirty-five counts of violating federal labor law. The trial is scheduled to begin March 25, 2008.
- September 2007 UAW at Foxwoods signs up a supermajority of dealers and files a petition with National Labor Relations Board.
- November 2007 NLRB conducts a union election at Foxwoods. Results: 80% turnout; dealers vote 60% - 40% in favor of unionization.
- December 2007 Foxwoods files objections to election.
- January 2008 NLRB Hearing before an Administrative Law Judge to consider objections.
- March 2008 Decision expected from ALJ by mid-March. A decision in favor of the union will clear the way for certification of the UAW as the collective bargaining representative for the dealers. Foxwoods has already said if the union is certified, they will refuse to bargain.

The UAW at Foxwoods dealers begins an intense campaign to win legislation that will make the casino a smoke free workplace.