



Las Vegas
Raiders

January 25, 2024

D. Taylor
President
UNITE HERE
1630 South Commerce Street
Las Vegas, NV 89102

Dear Mr. Taylor:

Thank you for taking the opportunity to provide me with the information set forth in your letter of January 8, 2024. I know you understand that I value the significant contributions your membership has made to the City and region we call home. We both agree that Allegiant Stadium has indeed created hundreds of jobs for Nevadans. As you acknowledge in your letter, there are a number of positions that are part-time opportunities with smaller businesses that operate independently of larger companies, such as ABM Industries and Levy.

While I appreciate and respect your concerns over wages and insurance benefits extended to all workers servicing stadium patrons, I cannot confirm the accuracy of the wage information contained within your letter. Nor do I know how many of the Levy employees qualify for free health insurance. I can, however, confirm that the Raiders organization will always respect the legal right of employees to select a bargaining representative of their choosing.

As you also note in your letter, a designated unit of Levy stadium employees has already selected your union as their representative. Presumably, the scope of that unit was the product of mutual discussions between your organization and employer representatives.

I'm sure you can understand why I am not at liberty to speak on behalf of the stadium's other independent employers, each of which must make its own decision when it comes to the notion of entering into a cardcheck/neutrality agreement. Rest assured, however, that the Raiders organization will not do anything to impede their right to do so if they are so inclined.

In closing, I want to underscore that I truly appreciate your interest in the well-being of all the hard-working employees serving our guests at the stadium. Please do not hesitate to let me know if you have any other questions or concerns.

Sincerely,

A handwritten signature in black ink, appearing to read 'SDM', with a stylized flourish at the end.

Sandra Douglass Morgan
President
Las Vegas Raiders