

red rock resorts

April 7, 2021

Nevada Senate Commerce and Labor Committee
C/O Chair Senator Pat Spearman
401 S. Carson Street
Carson City, NV 89701

Re: Public Comment on SB 386 Revises Provisions Relating to Certain Businesses

Dear Chair Spearman and members of the Nevada Senate Commerce and Labor Committee:

Thank you for the opportunity to submit comments in opposition to Senate Bill 386. My name is Michael Britt, and I serve as the Senior Vice President of Public Policy and Communications for Red Rock Resorts, Inc.

As you know, the year 2020 presented significant challenges for Nevada's resort industry. When the gaming industry was ordered to close its doors on March 17, 2020, due to the global pandemic, none of us had any idea how long our doors would be closed and when we would be able to welcome back both our team members and guests.

And while our uncertainty was significant, we knew it was not nearly as great as that of our valued team members and their families who were left without a place to work, a school to send their kids, and fear for their health and well-being. For more than 40 years, we have always considered our team members valuable members of the Station Casinos family.

To that end, our Company's leadership and executive team immediately recognized that we needed to take inventory of the steps we could take to help our team members whether the pandemic until we were able to resume our operations fully. That work began on March 17 and continues to this day. Some of the steps we've taken—at great expense-- to enhance the Company's Focus on Family initiative include:

- **Paying Team Members 100% of pay throughout the closure, including full medical, dental, and vision.**
- **Extension of free healthcare to terminated team members and their families for five months.**
- **Offering free medical, dental, and health benefits to all of our team members making less than \$100,000 per year. This benefits over 98 percent of our workforce.**
- **Opening two medical centers with free office visits, free generic Rx, and labs for team members and their families.**
- **Implementing pay for performance and competitive rate adjustments totaling over \$10,000,000, which will positively impact the vast majority of our team members.**

- Implementing an innovative 401(k) program and contributing over \$8.6 million to our team member's 401(k) retirement program.
- Developing extensive training and development initiatives focusing on leadership and development.
- Offering team members and their families free vaccines at our properties throughout the valley.

While four of our properties remain closed and our struggle to recover from the pandemic is ongoing, we continue to rehire our team members where and when we can.

However, this bill would damage those employers who have are still fighting to recover from the pandemic by creating burdensome, time-consuming requirements that complicate and discourage rehiring and would delay further the recovery of our industry and community. Additionally, the private cause of action provisions included in SB 386 discourage rehiring by creating the risk of a slew of individual legal actions seeking punitive damages, thereby redirecting our focus from rehiring team members to battling lawsuits.

For these reasons, I respectfully request that you oppose SB 386.

Sincerely,



Michael Britt

Senior Vice President

Public Policy and Communications

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