

# JOINT LEGISLATIVE CONFERENCE

## #UNIONSTRONG2021

### TALKING POINTS

#### Justice for Tribal Gaming Workers Fighting for the Union!

For 25 years, tribal gaming workers in California have been organizing for the union. Today, UNITE HERE represents some 7,000 workers in casinos across the state. There are at least 15,000 more workers in the industry who do not yet have a union. But those workers' right to organize is under attack.

In order to operate a casino, tribal nations enter into compacts with the State. The compacts covering those 15,000 non-union workers have labor provisions that provide a fair process for workers to organize (neutrality, access, lists, elections). That fair process came out of decades of workers organizing in their shops and lobbying in Sacramento. Multiple governors and state legislatures have bargained for labor organizing rights in tribal gaming compacts.

- The status quo is not good enough anymore when it comes to tribal-state compacts. The Sycuan tribe in San Diego agreed to a compact in 2015, but then turned around and claimed that the labor provisions of the compact are illegal. This changes everything for all non-union casino workers in CA! As long as Sycuan continues to refuse to comply with the compact, no non-union tribal casino workers can be certain their employers will respect the organizing rights workers are supposed to have under the compacts.
- **The Governor should not sign, and the Legislature should not approve, any compacts unless they are changed to protect workers' right to organize. New compacts should include language that spells out the consequences if tribes violate the labor provisions of their compact. The tribes that intend to keep their promises should have no problem with this.**
- What we are asking for should be normal and routine. The State frequently enters into contracts with a "termination clause" that spells out consequences if the entities with whom the state has contracted breach the contract.

SM: OPEIU 29 AFL CIO

