

Hotel Employment Procedures

Following are procedures and general policies for employment and advancement at the hotels signatory to the consent decree entered into with the U. S. Department of Justice. They are published in compliance with that agreement.

1. APPLICATION

All applications for employment must be made at the central personnel office of each hotel. In the case of jointly owned hotels there may be one office for all and applicants will be so advised. Department heads and supervisors are not authorized to take applications. All applicants will be informed they may complete an application form for any position for which they believe they are qualified.

2. REFERRAL PROCEDURES

Certain job classifications or positions are covered under collective bargaining agreements. These agreements impose obligations on the applicant and the hotels. The hiring procedures of each union with such an agreement will be posted for convenient reference. Applicants are advised to familiarize themselves with the procedures governing the job for which they apply.

3. VACANCIES

A list of current permanent vacancies will be posted. Permanent vacancies will be filled by available qualified personnel.

4. UPGRADING

In keeping with the hotel's non-discrimination policy, all employees may be advanced to available vacancies based solely on their qualifications.

5. NON-DISCRIMINATION POLICY

Following is the formal policy on non-discrimination directed to all hotel departments:

"You are reminded that state and federal laws, as well as the established policy of this hotel, prohibit discrimination against any employees or applicants for employment based upon race, color, sex, creed or national origin.

"This non-discrimination policy relates to recruiting, hiring, placement, compensation, training, upgrading, layoff and termination. All aspects of employment will be based strictly upon the respective qualifications of the applicant or employee, as the case may be.

"Any employee who believes that he or she has been discriminated against in violation of this policy may refer his complaint to his department head. If the matter is not handled to his satisfaction, he may then refer it to (name of the official as posted at individual hotel)."

**Aladdin Flamingo Riviera Caesars Palace Frontier Sahara
 Castaways Hacienda Sands Desert Inn International Dunes
 Landmark Stardust Tropicana Thunderbird Silver Slipper**
and the Nevada Resort Association

Following are the hiring procedures of contracted hotels with Stagehands I.A.T.S.E.

STAGEHANDS I.A.T.S.E.

2923 Industrial Rd.

**ARTICLE 4
 Employment Procedure**

4.01. REGISTRATIONS AND EXAMINATIONS. In the employment of employees for all work covered by this Agreement, the following procedure shall govern:

The Union shall establish and maintain open and non-discriminatory referral lists for eligible applicants desiring employment on the work covered by this Agreement.

In order to be considered eligible for registration and dispatchment, the applicant must be able to demonstrate his proficiency in a particular branch or speciality of the trade in which he seeks to register by achieving a passing grade on the standard journeyman stagehand's written and practical examination to be designed and administered by the Joint Labor-Management Training and Education Committee. Nothing herein shall be construed to prohibit an applicant from registering for more than one (1) category or specialty. The various categories and functions for which applicants

1. **STAGE CARPENTRY INSTALLATION, OPERATIONS AND MAINTENANCE.** Head Stage Carpenter, Head Stage Flyman, Cue Callers, Stage Elevator and/or Electric Curtain Control Panel Operator, Scenic Draftsman, Scenic Artist, Welder, Rigger, Assistant Stage Carpenter, Scenic Carpentry Layoutman and Relief or Swingman who regularly relieve personnel performing various stage carpentry operations and maintenance functions.
2. **STAGE ELECTRICAL INSTALLATION, OPERATIONS AND MAINTENANCE.** Head Stage Electrician, Stage Electrical Layoutman, Preset and Auxiliary Switchboard Operator, Spotlight Operator, Water Effects Man, Fog Machine Operator, Pyrotechnics Handler, Assistant Stage Electrician, Dimmer Board Operator and Relief or Swingmen who regularly relieve personnel performing various stage electrical operations and maintenance functions.
3. **STAGE PROPERTIES CONTROL.** Head Stage Propertyman, Stage Property Layoutman, Assistant Stage Propertyman and Relief or Swingmen who regularly relieve personnel performing property control functions.
4. **STAGE SOUND INSTALLATION, OPERATIONS AND MAINTENANCE.** Head Stage Soundman, Sound Technician, Television Cameraman (open and closed circuit), Video Technician (Repairman, Switcher, Video Tape Recording Machine Operator), and Relief or Swingman who regularly relieves personnel performing various sound operations and maintenance functions.
5. **PROJECTION EQUIPMENT INSTALLATION, OPERATION AND MAINTENANCE.** Moving Picture and Slide Projectionist and Relief and/or Swingmen who regularly relieve personnel performing projection equipment operations and maintenance functions.

4.02. REQUESTS AND REFERRALS. (a) The Employer shall first call the dispatching office of the Union for such applicants as he may, from time to time need, and the dispatch office shall refer to the Employer the required number of qualified and competent applicants requested by the Employer in the order of their registration on the Union's out-of-work lists. It shall be the Employer's responsibility when requesting applicants to state the qualifications applicants are expected to possess and the functions they will be expected to perform. The Employer shall designate the departments in which the employee is expected to perform his duties, but this designation shall not be construed as prohibiting a change in assignments.

The Employer shall also advise the Union if the applicant is needed for vacation relief or as a replacement for an employee on leave or absence, at which time he shall also specify the period of time such relief or replacement employee is expected to work. If an extra or temporary employee is needed, the Employer shall so state.

(b) The dispatching officer will furnish in accordance with the Em-

ployer's request, from among those entered on its list, the required number of applicants who most nearly meet the qualifications required by the Employer and such referrals shall be on a non-discriminatory basis and, in accordance with applicable laws, shall not be based upon, nor in any way affected by Union membership, by-laws, rules, regulations, constitutional provisions, or any other aspects or obligations of Union membership, policies or requirements, nor upon the individual's race, color, religion, sex, age or national origin.

(c) Subject to the provisions of this Article, the Employer shall be the sole judge as to the competency and qualifications of all employees and applicants for employment. The Employer may reject any job applicant referred by the Union, provided, however, that no applicant or employee shall be discriminated against because of his union or non-union status, nor because of his participation in concerted activities protected under the Labor Management Relations Act, 1947, as amended.

(d) If, within forty-eight hours of the time the Employer requested applicants to report, the dispatch office has failed to refer the required number of acceptable applicants, the Employer may hire employees from any other source, but in such event, the Employer shall furnish the Union with the names, classifications and dates of hire of such employees. The Employer shall give the Union as much advance notice as is possible of anticipated employment needs. Likewise, the Union shall promptly advise the Employer if it is unable to meet his requirements.

(e) It is understood and agreed that when an Employer or his authorized representative specifies particular requirements or special skills or abilities in his request for applicants, the dispatching office shall refer the first eligible applicant possessing such skills and ability, based upon the dispatcher's knowledge of such person's skill and ability.

(f) An Employer shall be entitled to request by name, and the Union shall dispatch in response to such request, any unemployed individual who within the previous six (6) months has worked for the Employer now seeking to re-employ him. Such calls shall be limited to a maximum of one (1) man per month.

(g) No applicant who has been rejected by an individual Employer shall be re-referred to such Employer with respect to the same vacancy for which he initially was referred, and no individual who has been declared ineligible for rehire by a particular Employer will be referred for any subsequent job opening listed by the same Employer, provided that the Employer has given prior notice to the Union, in writing, that the employee has been declared ineligible for rehire by reason of dishonesty, drunkenness, drinking on duty, willful misconduct, neglect of duty or participation in a proven deliberate slowdown, work stoppage or strike in violation of this Agreement.

(h) The Union and the Employer shall post in places where notices to registrants and applicants for employment are customarily posted all of the provisions relating to the functioning of this hiring procedure.

(i) All of the parties signatory hereto agree that any and all liability which may arise to any person or in any proceedings, in any court, or before any governmental agency, in connection with the administration of the provisions of this Article 4 shall be several only. This limitation against joint liability is deemed necessary by the parties because of the fact, recognized by each of them, that the parties will act severally, and not jointly, in such matters, and will, in so acting, not be subject to the control of any of the other parties.

(j) The Union agrees that during the term of this Agreement it will not induce or require employees to quit their employment or to transfer to other employment without first securing the approval of the Employers involved.

(k) The provisions of this Article shall not be utilized to deprive members of the regular house crews of extra work for which they are qualified, provided that such work does not involve premium pay.