

Guide to the Las Vegas, Nevada Strip Hotel Labor Relations Collection

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**University of Nevada, Las Vegas. University Libraries. Special Collections
and Archives.**

Box 457010

4505 S. Maryland Parkway

Las Vegas, Nevada 89154-7010

special.collections@unlv.edu

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Summary Information

Repository:	University of Nevada, Las Vegas. University Libraries. Special Collections and Archives.
Contributor:	Murphey, Cynthia Kiser
Contributor:	Koteas, James
Contributor:	Briggs, Jennie
Title:	Las Vegas, Nevada Strip Hotel Labor Relations Collection
ID:	MS-00659
Date [inclusive]:	1963-2008
Physical Description:	3.12 Cubic Feet (5 boxes)
Physical Description:	2.75 Linear Feet
Language of the Material:	English
Abstract:	The Las Vegas, Nevada Strip Hotel Labor Relations Collection comprises legal documents, correspondence, and human resources manuals and pamphlets related to labor in the hospitality industry on the Las Vegas Strip in Nevada from 1963 to 2008. The majority of documents involve the Culinary Union, the Bartenders Union, the Teamsters Union, MGM Mirage affiliated hotel casinos, the Dunes Hotel, and the Sands Hotel and Casino.

Preferred Citation

Las Vegas, Nevada Strip Hotel Labor Relations Collection, 1963-2008. MS-00659. Special Collections, University Libraries, University of Nevada, Las Vegas. Las Vegas, Nevada.

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Historical Note

Since the 1930s workers, labor unions, and hotel casinos in Las Vegas, Nevada have operated to serve the hospitality industry, tourists, and employees. In 1931, the Nevada State Legislature voted to legalize gambling, and in 1935 United States Congress passed the Wagner Act establishing the National Labor Relation Board (NLRB) as arbiter between employers and labor unions and allowing workers to organize into unions. Initially hoteliers established the first casinos in downtown Las Vegas, but by the late 1940s developers turned to the Las Vegas Strip and constructed hotels, in part, with loans from the Teamsters Pension Fund. Up until the late 1960s most labor disputes between the Culinary Union, who represented hotel and restaurant employees, and the Bartenders Union were resolved with closed negotiations. In 1965

multiple Strip hotels joined the Nevada Resort Association (NRA), an advocacy group that represented the gaming industry in labor disputes. Most hotel owners worked in close partnership with unions to avoid disruption to the tourist economy.

Around 1970 the relationship between labor unions and hotels became strained after the casino industry shifted from privately owned operations to corporate-run hotels. Nevada legislature passed two corporate gaming acts in 1967 and 1969, allowing corporations to own casinos. The Culinary Union and Bartenders Union participated in strikes against various Las Vegas Strip and downtown Las Vegas hotels from the 1970s through the 1990s. Notably, in 1976, the Culinary Union joined the Musicians and Stagehands unions in a 17 day strike against 15 hotels that costs the city millions of dollars. In 1984, multiple NRA represented Strip hotel contracts with the Culinary and Bartenders unions expired simultaneously and many hotels refused to sign new contracts. The strike lasted two months, police arrested over 900 picketers, and six hotels did not sign union contracts. This period of Las Vegas labor history is characterized by labor disputes that were largely in reaction to the transitioning of the gaming industry into corporatized gaming.

While workers and labor unions adjusted to the newly corporate gaming industry in Las Vegas, yet another change happened to the casino industry with the advent of mega resorts. For example, in 1989 Steve Wynn opened the Mirage, which was at that time the largest hotel in the world, and needed thousands of workers to staff the mega resort. Wynn entered into a contract with the Culinary and Bartenders unions before the casino opened, ensuring uninterrupted business for Wynn and thousands of new union members for the unions. Casinos that opened after 1989 often followed the example of the Mirage and signed collective bargaining agreements with labor unions. Overall, this trend of conciliation between employees and employers as well as unions and casinos continues to this day.

Sources referenced: Kraft, James P. *Vegas at Odds: Labor Conflict in a Leisure Economy, 1960-1985*. Baltimore: Johns Hopkins University Press, 2009.

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Scope and Contents Note

The Las Vegas, Nevada Strip Hotel Labor Relations Collection comprises legal documents, correspondence, and human resources manuals and pamphlets related to labor in the hospitality industry on the Las Vegas Strip in Nevada from 1963 to 2008. The majority of documents involve the Culinary Union, the Bartenders Union, the Teamsters Union, MGM Mirage affiliated hotel casinos, the Dunes Hotel, and the Sands Hotel and Casino.

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Arrangement

Collection is divided into two series:

Series I. Hotel Casino and Labor Union Interactions, 1963-2008;

Series II. Hotel Casino and Employee Interactions, 1960-2005.

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Administrative Information

Access

Collection is open for research.

Publication Rights

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Acquisition Note

Materials were donated in 2014 by Cynthia Kiser Murphey; accession number 2014-057. Materials were donated in 2014 by Jennie Briggs; accession number 2014-058.

Processing Note

Material was processed by Hannah Robinson in 2014. Hannah Robinson wrote the collection description and entered the data into ArchivesSpace.

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Names and Subjects

- Labor union locals -- Nevada
- Hospitality industry -- Las Vegas (Nev.) -- Twentieth century

Collection Inventory

Hotel Casino and Labor Union Interactions, 1963-2008

Physical Description: 1 Linear Feet

Scope and Contents Note: The Hotel Casino and Labor Union Interactions series comprises legal arbitrations between labor unions and hotels, NLRB case decisions regarding employees at various Las Vegas hotels, and a number of collective bargaining agreements made between the Culinary Union, Bartenders Union, Teamsters Union, and various Las Vegas Strip hotel casinos dating from 1963 to 2008.

Arrangement: The material in the Arbitrations and National Labor Relations Board (NLRB) cases sections remain in original order. The material in the Collective Bargaining Agreements section is arranged chronologically.

Title/Description	Containers	
Arbitrations		
Collection of labor arbitration cases between Las Vegas Strip hotels and the Culinary Union, Bartenders Union, Teamsters Union, and the International Alliance of Theatrical Stage Employees (IATSE), 1970s-1980s	box 01	folder 01-07
Restricted Access: Folders 1 through 7 are restricted for legal reasons.		
Collective bargaining agreements		
Collective bargaining and labor agreements between Las Vegas Strip hotels and the Teamsters Union, Culinary Union, and Bartenders Union, 1976-1984	box 01	folder 08
Collective bargaining and labor agreements between Las Vegas Strip hotels and the Teamsters Union, Culinary Union, and Bartenders Union, 1980-1994	box 02	folder 01
Collective bargaining and labor agreements between New York New York Hotel and Casino, the Bellagio and the Teamsters Union, Culinary Union, and Bartenders Union, 2002-2007	box 02	folder 02
Collective bargaining agreement between Treasure Island Hotel Casino, MGM Grand Hotel and Casino and the Culinary Union and Bartenders Union; collective bargaining agreement between MGM Detroit and United Automobile Workers (UAW), Hotel Employees and Restaurant Employees (HERE), the Teamsters Union, and the Operating Engineers Union, 2002-2008	box 02	folder 03
National Labor Relations Board (NLRB) cases		
Collection of National Labor Relations Board (NLRB) decisions on labor relations cases in Las Vegas, 1963-1983	box 02	folder 04

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Hotel Casino and Employee Interactions, 1960-2005

Physical Description: 1.75 Linear Feet (4 boxes)

Scope and Contents Note: The Hotel Casino and Employee Interactions series comprises wage surveys of multiple Las Vegas Strip and Downtown hotel casinos gathered by the Nevada Resort Association in 1984, Dunes Hotel job

description manuals from 1969-1984, and various human resources department produced documents from the Sands Hotel and MGM Mirage hotels dating from the 1960s to 2005.

Arrangement: The material in Wage Survey section remains in original order. The material in the Job Descriptions section and Human Resources Department Produced Materials sections are arranged chronologically.

Title/Description	Containers	
Wage surveys		
Nevada Resort Association produced wage survey of Las Vegas Strip and Downtown hotels, 1984	box 02	folder 05-06
Job descriptions		
Dunes Hotel job description manual, 1969-1970	box 02	folder 07
Dunes Hotel job description manual, 1969-1970	box 03	folder 01
Dunes Hotel job description manual, 1970	box 03	folder 02-03
Dunes Hotel job description manual, 1974	box 03	folder 04-05
Dunes Hotel job description manual, 1984	box 03	folder 06-07
Human resources department produced materials		
Human resources handbooks, some are from the Dunes Hotel, 1970s-1980s	box 04	folder 01-02
Sands Hotel and Casino Home Team Orientation handbook, 1960s-1970s	box 04	folder 03
Sands Hotel and Casino: Supervisor's Introduction to Quality Assurance and its Elements handbook, 1987	box 04	folder 04
Sands Hotel and Casino employee handbook, 1989-1996	box 04	folder 05
Mirage Hotel and Casino policies and procedures manual and correspondence regarding the manual, 1990	box 04	folder 06
Main Street Station Casino open house guest services cast script, 1991	box 04	folder 07
MGM Grand Las Vegas University of Oz: pre-opening management orientation manual and correspondence regarding opening of hotel, 1993	box 04	folder 08
MGM Grand Las Vegas University of Oz: general and administrative mission recognition booklet, 1993	box 04	folder 09
MGM Grand Las Vegas University of Oz: food and beverage department training manuals, 1993-1994	box 04	folder 10
MGM Grand Las Vegas University of Oz: housekeeping supervisor workshops, 1994	box 04	folder 11
MGM Grand Detroit Casino: Leadership Curriculum Volume 1 draft, 1999	box 05	folder 01-02
Aladdin Gaming Critical Path Checklist booklet, 2005		

box 05 folder
03-04

MGM Mirage human resources orientation DVD, 2005

box 05 folder 05

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