

1 **BEFORE THE NEVADA STATE LABOR COMMISSIONER**

2 **CARSON CITY, NEVADA**

3 IN THE MATTER OF:)
)
 4 MEGAN SMITH, Claimant)
 vs.)
 5 THE WYNN, Respondent)
)
 6 _____)
 DANIEL BALDONADO, JOSEPH CESARZ, and)
 QUYNGOC TANG, Claimants)
 7 vs.)
 WYNN LAS VEGAS, LLC, Respondent)
 8 _____)

OPINION AND ORDER

9 INTRODUCTION

10 On August 23, 2006, Wynn Las Vegas issued a memorandum to its table games
 11 employees announcing a change in the tip pooling policy that would go into effect on September
 12 1, 2006. As a result of the change in that policy, Daniel Baldonado and others filed a class action
 13 suit in Clark County District Court alleging that Wynn illegally took tips to which they were
 14 entitled in violation of Nevada Revised Statutes 608.160, 608.100, and 613.120.

15 By order dated January 5, 2007, the District Court granted the Wynn’s Motion to
 16 Dismiss, stating

17 The Court finds that under the Nevada statutes, the Nevada Labor Commissioner is the
 18 proper authority for enforcing Nevada’s Labor Statutes, and Plaintiffs must therefore
 19 pursue appropriate appellate remedies through the administrative process before
 obtaining judicial review.

20 The dealers appealed the District Court’s decision to the Supreme Court.

21 On September 12, 2007, Meghan Smith, another dealer, filed an individual claim for
 22 wages with the Labor Commissioner alleging that the Wynn illegally took tips to which she was
 23 entitled in violation of NRS 608.160. The Wynn responded to the wage claim on September 23,
 24 2007 generally denying the allegations and requesting that the complaint be dismissed. Because
 25

1 the Baldonado case was pending before the Supreme Court, further action on Smith's claim was
2 stayed.

3 On October 9, 2008, the Supreme Court issued its decision sustaining the District Court
4 in Baldonado v. Wynn Las Vegas, 124 Nev. Adv. Op. 81, 194 P.3d 96, 105 (2008). As a result of
5 the Supreme Court's order, the case was referred to the Labor Commissioner. Since both the
6 Smith claim and Baldonado case dealt with the same issue and would impact the same workers,
7 the cases were consolidated for hearing before the Labor Commissioner. The hearing
8 commenced on July 7, 2009 and concluded on October 8, 2009.

9 FINDINGS OF FACT

10 This case concerns a dispute between a group of table games dealers and their employer,
11 Wynn Resorts ("Wynn") over the manner in which tips left by patrons of the Wynn's table games
12 are distributed among the employees.

13 The Wynn employs more than 12,000 people, with more than 500 employed in the table
14 games department. In addition to the table games dealers, employees in the slot department,
15 bellmen, dealers in the poker rooms, finance department employees working in the casino cages,
16 hair stylists and manicurists, valet parking attendants, cocktail waitresses, restaurant
17 employees, and employees in housekeeping also receive tips. Each department has its own tip
18 policy and the policies vary from department to department.

19 All of the tip policies are subject to "compliance agreements" with the Internal Revenue
20 Service. The tips in the table games department are reported as actual amounts received, while
21 the tips in all of the other departments are reported based on a formula agreed upon by the
22 Wynn and the IRS which estimates tip amounts. This information is used to determine the
23 withholdings from the employees for federal tax purposes and the additional amounts the Wynn
24 must pay as the employer's contribution to FICA.

1 The Wynn opened for business on April 28, 2005. The employees working inside the
2 table games pits included dealers, boxpersons, and floor supervisors. Pit bosses were
3 responsible for multiple pits, but were not confined to particular pits and would move from
4 place to place. While their job duties and levels of responsibility and authority vary, all of these
5 people are employees of the Wynn.

6 When the Wynn opened for business, it had a tip pooling policy in place that governed
7 the collection and distribution of tips received by employees in the table games department,
8 referred to as the “initial policy.” Participation in the agreement was a mandatory term and
9 condition of employment. Furthermore, refusal to participate could result in termination. The
10 Wynn’s initial policy was adopted and in place before any dealers were hired. None of the
11 dealers were involved in drafting the policy nor did they vote or otherwise participate in its
12 adoption.

13 The initial policy applied to all of the employees in the table games department.
14 Generally, only dealers were allowed to share in the tip pool. However, the Wynn’s initial policy
15 also directed that \$50.00 would be paid to the cashier’s cage and \$25.00 to the members of the
16 token committee. At the same time, boxpersons, floor supervisors and pit managers, assistant
17 shift managers and shift managers were prohibited from receiving a share of the tips and
18 required to put any tips bestowed upon them into the tip pool for the sole benefit of the dealers.

19 Under the terms of the initial policy, dealers could propose and vote for changes to the
20 tip policy. However, suggestions for amending the policies had to be approved by “table games
21 management” before being placed on the ballot. Table games management could veto the
22 proposals if they did not feel that the change was in the best interests of the Wynn or the table
23 games department.

24 On August 23, 2006, the Wynn notified the dealers in writing that the tip pooling policy
25 would be changed effective on September 1, 2006. This was a unilateral decision made by the

1 Wynn. The dealers were neither consulted beforehand nor did they vote on whether to adopt the
2 new pooling policy. The change in the tip pooling policy was part of a larger significant
3 restructuring of the table games department. The floor supervisor and pit manager positions
4 were eliminated. A new position, called a Casino Service Team Lead or “CSTL” was created.

5 The Wynn also changed the compensation scheme. Prior to the change, the basic pay
6 rate for floor supervisors was \$58,700 per year. When the CSTL positions were created, the
7 basic pay rate was raised to \$65,000 per year and the CSTLs were included in the tip pool. The
8 CSTLs’ compensation from the tip pool was estimated to be about \$25,000 per year. In addition
9 to their base wage, boxpersons were also allocated a share of the tips. The dealers received
10 minimum wage plus a share of the tips under both the initial and new policies. The tips are
11 allocated with the dealers receiving one share, CSTLs two-fifths of a share, and boxpersons
12 receiving one-fifth of a share. The Wynn also employs “Dual Rate Dealers/Casino Service Team
13 Leads” who work some shifts as dealers and some shifts as CSTLs. Their shares are based on the
14 amount of time they work in those respective positions. As a result of the expansion of the tip
15 pool to include CSTLs and boxpersons, the share of the total tips previously enjoyed solely by
16 the dealers decreased by an estimated 10 to 15 percent, reducing the overall compensation
17 received by the dealers.

18 The new policy eliminated the dealers’ ability to propose and vote on changes to the tip
19 pool policy.

20 The parties disagreed on the Wynn’s reasons for making the change in the table games
21 department. Prior to the change, there was a clear disparity in the compensation between the
22 floor supervisors and boxpersons and the dealers. Floor supervisors were being compensated at
23 a rate that was roughly one third less than the dealers were making. Both sides agreed that this
24 disparity made it difficult for the Wynn to recruit floor supervisors from the ranks of the
25 experienced dealers who were already working at the Wynn.

1 The Wynn's rationale for making the change was to increase the level of service provided
2 to the table games players. In order to accomplish this, the Wynn made several changes. They
3 eliminated two levels in their hierarchy, i.e., the pit bosses and floor supervisors. The position of
4 CSTL was created.

5 Some of the job duties associated with the pit bosses were transferred to the Assistant
6 Casino Managers while others were transferred to the CSTLs. Some of the CSTLs' duties are
7 supervisory, such as providing coaching, and ensuring that the dealers are following proper
8 procedures. Some of their duties are administrative, such as changing out the cards at the
9 tables, verifying the amount of chips in the racks at the end of the shift and determining whether
10 the volume of play justified opening or closing tables. The CSTLs also have customer service
11 responsibilities such as rating the players and providing comps, assisting with players' lines of
12 credit, resolving certain disputes, and providing concierge type services like making restaurant
13 reservations, orderings, and so forth. The Wynn gave the CSTLs authority to resolve problems
14 and provide benefits to the players that was greater than that previously allowed the floor
15 supervisors and made the position more interactive in terms of guest services.

16 The dealers, on the other hand, viewed the move as just a ploy to take their tips away for
17 them. They believed that the only reason the Wynn made the changes was to give pay raises to
18 the floor supervisors at their expense.

19 Regardless of the underlying rationale for the change, both sides agree that the change
20 has made it easier for the Wynn to recruit CSTLs.

21 ANALYSIS AND CONCLUSIONS OF LAW

22 Statutes

23 The dealers have alleged violations of three statutes, NRS 608.160, 608.100, and
24 613.120.

25 NRS 608.160 states:

1. It is unlawful for any person to:

- (a) Take all or part of any tips or gratuities bestowed upon his employees.
 - (b) Apply as a credit toward the payment of the statutory minimum hourly wage established by any law of this State any tips or gratuities bestowed upon his employees.
2. Nothing contained in this section shall be construed to prevent such employees from entering into an agreement to divide such tips or gratuities among themselves.

Nevada Revised Statutes 608.100 states:

1. It is unlawful for any employer to:

- (a) Pay a lower wage, salary or compensation to an employee than the amount agreed upon through a collective bargaining agreement, if any;
- (b) Pay a lower wage, salary or compensation to an employee than the amount that the employer is required to pay to the employee by virtue of any statute or regulation or by contract between the employer and the employee; or
- (c) Pay a lower wage, salary or compensation to an employee than the amount earned by the employee when the work was performed.

2. It is unlawful for any employer to require an employee to rebate, refund or return any part of the wage, salary or compensation earned by and paid to the employee.

3. It is unlawful for any employer who has the legal authority to decrease the wage, salary or compensation of an employee to implement such a decrease unless:

- (a) Not less than 7 days before the employee performs any work at the decreased wage, salary or compensation, the employer provides the employee with written notice of the decrease; or
- (b) The employer complies with the requirements relating to the decrease that are imposed on the employer pursuant to the provisions of any collective bargaining agreement or any contract between the employer and the employee.

Nevada Revised Statutes 613.120 states:

1. It shall be unlawful for any manager, superintendent, officer, agent, servant, foreman, shift boss or other employee of any person or corporation, charged or entrusted with the employment of any workmen or laborers, or with the continuance of workmen or laborers in employment, to demand or receive, either directly or indirectly, from any workman or laborer, employed through his agency or worked or continued in employment under his direction or control, any fee, commission or gratuity of any kind or nature as the price or condition of the employment of any such workman or laborer, or as the price or condition of his continuance in such employment.

2. Any such manager, superintendent, officer, agent, servant, foreman, shift boss or other employee of any person or corporation, charged or entrusted with the employment of laborers or workmen for his principal, or under whose direction or control such workmen and laborers are engaged in work and labor for such principal, who shall demand or receive, either directly or indirectly, any fee, commission or gratuity of any kind or nature from any workman or laborer employed by him or through his agency or worked under his direction and control, either as the price and condition of the employment of such workman or laborer or as the price and condition of the continuance of such workman or laborer in such employment, shall be guilty of a misdemeanor.

1 Prior Court Decisions

2 The issue of mandatory tip pooling in Nevada has been litigated in several courts,
3 including state and federal District Courts in Nevada, the Ninth Circuit Court of Appeals, and
4 the Nevada Supreme Court. The seminal case was Moen v. Las Vegas International Hotel, 402
5 F.Supp. 157 (D.Nev. 1975), aff'd, 554 F.2d 1069 (9th Cir. 1977). The Nevada Supreme Court
6 adopted the analysis in Moen in its decision in Alford v. Harold's Club, 99 Nev.670, 669 P.2d
7 721 (1983), stating

8 Although this court is not bound by a federal district court's interpretation of a Nevada
9 statute, we believe that the interpretation advanced in Moen is, in light of the legislative
10 history and well established and commonly known Nevada employment practices, the
correct one.

Alford v. Harold's Club, 99 Nev.670, 669 P.2d 721 (1983).

11 Thus, while Moen may not be controlling, the analysis must be given serious consideration. Both
12 Moen and Alford were relied on by the Ninth Circuit Court of Appeals in their decision in Cotter
13 v. Desert Palace, 880 F.2d 1142 (9th Cir. 1989).

14 Similarly, elements of the Baldonado claim have already been directly reviewed by the
15 Nevada Supreme Court in Baldonado v. Wynn Las Vegas, 124 Nev. Adv. Op. 81, 194 P.3d 96
16 (2008). However, this is the first time the matter has been heard by Nevada's Labor
17 Commissioner.

18 Factually, there is very little, if anything, that is in dispute in this case. There was
19 extensive testimony from both the Wynn and the dealers during the hearing, but the testimony
20 did very little to change the facts of the case from those described by the Supreme Court in
21 Baldonado.

22 The Wynn can unilaterally establish and change the tip pooling agreement

23 It is undisputed that the dealers are "at-will employees generally subject to termination
24 any time for any reason." Baldonado, 194 P.3d 96, 105. The tip pooling agreement is merely one
25

1 of many terms and conditions of the at-will employment agreement between the Wynn and each
2 dealer. This is substantiated in Moen where the Court said

3 Plaintiff here complains his employer, as a condition of employment, required him to
4 divide tips or gratuities among other employees. We find nothing in subdivision 2 of NRS
5 608.160 to prohibit this. The subsection doesn't not specify with whom such an
6 agreement may be made. It does specify that only the employees can benefit. Plaintiff
7 would have us read the statute as follows: 'Nothing contained in this section shall be
8 construed to prevent such employees from entering into an agreement with other
9 employees to divide such tips or gratuities among themselves.' An equally reasonable
10 interpretation of the statute, which we think is the proper one in the light of well-known
11 employment practices, is as follows: 'Nothing contained in this section shall be
12 construed to prevent such employees from entering into an agreement with the
13 employer or with other employees to divide such tips or gratuities among the employees.'
14 Moen, 402 F. Supp. 157, 160. (emphasis added)

15 The Court went on to say

16 NRS Sec. 608.160, as properly interpreted, does not prohibit an employer from requiring
17 an employee to pool tips with other employees as a condition of employment.
18 Moen, 402 F. Supp. 157, 162

19 The Nevada Supreme Court concurred with that analysis when it stated

20 We hold that the district court correctly concluded that NRS 608.160 does not prohibit an
21 employer from requiring employees to enter into a tip pooling arrangement such as that
22 imposed in the instant case.
23 Alford v. Harold's Club, 99 Nev.670, 669 P.2d 721 (1983)

24 Furthermore, the Nevada Supreme Court clearly and specifically established that the Wynn
25 could unilaterally change the terms and conditions of the at-will agreement, stating

we have also established that employers may unilaterally modify the terms of an at-will
employment arrangement in prospective fashion; the employee's continued employment
constitutes sufficient consideration for the modification.
Baldonado, 194 P. 2d 96, 105.

There are sound policy reasons to support the Courts' position because the employer has
a legitimate business interest in the conduct of the tip pool. For example, a busboy in a
restaurant could prioritize which tables get cleared by "selling" his services to the waitress who
"pools" the greatest share of her tips with him. A doorman at a nightclub could decide who will

1 or will not be a customer of the business by “selling” entry based on the gratuity bestowed upon
2 him by the patron. In the case of the gaming industry where a large number of cash transactions
3 take place, the employer is subject to strict oversight by the Nevada Gaming Control Board and
4 federal reporting requirements governing large cash transactions. In addition, the employer
5 must match the employees’ FICA contribution, giving the employer a direct and substantial
6 interest in the tips themselves.

7 The California Court of Appeals recently discussed the basis of this policy in a case
8 involving the participation of low level management employees in a tip pool.

9 An established tip-pooling policy encourages employees to give the best possible
10 service.... To permit a waitress to determine what if anything she should share with the
11 busboy ... can only lead to the surrender of the employer's prerogative to run his own
12 business, dissension among employees, friction and quarreling, loss of good employees
13 who cannot work in such an environment and a disruption in the kind of service the
14 public has a right to expect. An employer must be able to exercise control over his
15 business to ensure an equitable sharing of gratuities in order to promote peace and
16 harmony among employees and provide good service to the public. To deprive a
17 restaurateur of the ability to regulate and control the conduct of his own business, leaves
18 the door open to anarchy in the restaurant industry.

19 Chau v. Starbucks Corp., 174 Cal. App. 4th 688, 94 Cal. Rptr. 3d 593 (2009), citing
20 Leighton v. Old Heidelberg, Ltd., 219 Cal. App. #d 1062 (1990).

21 While the Starbucks case is not controlling and clearly distinguishable from the Nevada
22 statutes dealing with the same issue, the Court did provide a well-reasoned and clearly
23 articulated discussion of the public policy involved in the employer’s reasons for establishing the
24 terms and conditions of tipping in his place of business.

25 Based upon substantial evidence in the record, the plain language of the statutes, and
prior case law, the Wynn may unilaterally establish and change a tip pooling agreement that is a
term and condition of an underlying at-will employment agreement.

The Wynn is not prohibited from including boxmen and CSTLs in the tip pooling agreement

Even though the Wynn has the right to unilaterally change the tip pooling policy as a
term and condition of continued employment, the inquiry cannot end there. The issue then

1 becomes whether the terms and conditions of the tip pooling agreement, in and of themselves,
2 are permissible.

3 Nevada recognizes the central role that compensation plays in any employment
4 agreement. To that end, NRS 608.100(3)(a) states that

5 [I]t is unlawful for any employer who has the legal authority to decrease the wage, salary
6 or compensation of an employee to implement such a decrease unless [N]ot less than 7
7 days before the employee performs any work at the decreased wage, salary or
8 compensation, the employer provides the employee with written notice of the decrease.

9 Because the proposed change to the policy would result in a decrease in the
10 compensation paid to the dealers, the Wynn was required to notify them in writing seven days
11 before the decrease would go into effect. By virtue of the memo to the employees in the table
12 games department dated August 23, 2006, the Wynn met the statutory notice requirement.
13 Even though it is a “take it or leave it” proposition, when such a notice is given, it is a proposal to
14 amend the employment agreement with a seven-day window for a response to the offer. The
15 Nevada Supreme Court touched briefly on this issue in stating that

16 we have also established that employers may unilaterally modify the terms of an at-will
17 employment arrangement in prospective fashion; the employee’s continued employment
18 constitutes sufficient consideration for the modification.
19 Baldonado, 194 P. 2d 96, 105.

20 At this point, the dealers had several options. They could accept the offer and continue
21 employment under the new terms and conditions; they could reject the offer, resign their
22 employment and seek employment with a different employer; they could make a counter-offer;
23 or as was the case here, they can challenge the underlying legality of the proposal.

24 The dealers argue that it is improper for the Wynn to expand the group of employees
25 who participate in the table games tip pool to include boxmen and CSTLs. Expanding the
participants in a tip pool is not unusual. For example, the dealers testified about instances
where agreements were changed from a shift basis, where the tips were divided among the
dealers working on each individual shift, to a twenty-four hour basis where the tips were pooled

1 and divided among the dealers working on all of the shifts. Such a change would have the effect
2 of increasing the share of the tips realized by the dealers on a slow shift, such as mid-week
3 graveyard, at the expense of the dealers working the more active shifts such as Friday or
4 Saturday evening.

5 The same effect can be seen when the pool is expanded to include both high limit and
6 low limit tables, with the low limit dealers gaining at the expense of the high limit dealers. This
7 was the very issue at the heart of the Moen, Alford, and Cotter cases where dealers objected to
8 policies that redistributed the tips they had been receiving to other employees at the Las Vegas
9 Hilton, Harold's Club, and Caesar's Palace, respectively. Therefore, there does not appear to be
10 any prohibition against redistributing tips to other employees per se.

11 Given that tip pools can be changed to expand the range of employees included in the
12 pool, there is a question as to whether there are limitations on the employees who can be
13 included. In the Alford case, dealers initially kept whatever tips were left on their tables without
14 sharing with any other dealers. When the tip pool was expanded, it only expanded to other
15 dealers on a shift-by-shift basis. In Cotter, dice dealers initially divided their tips on a table-by-
16 table basis at the end of the shift. That policy was changed to include all dice dealers on a
17 twenty-four basis. In both cases, only other dealers were included in the expanded pool.

18 In Moen, however, the tip pool was expanded to a wider range of employees "including
19 boxmen, casino cashiers and floormen." Moen, 402 F.Supp. 157, 158 (emphasis added). The
20 Court did not disapprove of that distribution. The Court formulated what has come to be
21 described as the "line of service," stating

22 There is no reason to suppose that the last person in a service line in an establishment
23 serving the public is the only one entitled to share in the customer's bounty. For example,
24 a busboy as well as a waitress contributes to the good service and well-being of a
25 customer in a restaurant. Similarly, in a casino, the floormen, boxmen and cashiers all
contribute to the service rendered to the player.
Moen, 402 F.Supp. 157, 160

1 While not necessarily linear in its application, the line of service idea recognizes that
2 customer satisfaction and, therefore, tips are frequently the result of the contributions of many
3 employees, not necessarily the employee who first lays his or her hands on the tip. There was
4 considerable testimony about what motivates customers to leave tips. People tip in a variety of
5 ways and for a variety of reasons. Some tip because they had a wonderful experience with a
6 particular employee and want to reward that employee. Some tip because they had a good time
7 due to the collective effort of many employees. Some tip out of a sense of obligation and would
8 leave a tip regardless of the how enjoyable the experience. Some tip just because they won and
9 want to share the wealth. Some don't tip at all. There are literally millions of customers playing
10 table games in Las Vegas every year and to presume that their sole motivation for tipping was
11 due only to the service provided by the dealer is not a reasonable conclusion.

12 There seems to be an inherent limitation in the line of service reasoning in that there
13 needs to be some sort of a nexus between the services provided to the customer and the
14 employee providing that service. That the dealers are the employees who interact most directly
15 with the customers in table games is beyond dispute. By the same token, CSTLs do not have the
16 same degree of direct contact with customers as the dealers because they have additional duties
17 that occupy a portion of their time. However, the CSTLs' contribution to customer service in the
18 table games pits cannot be completely discounted. Some things are subtle, such as opening and
19 closing tables to accommodate the number of players looking to play, changing out the cards, or
20 rating play. Others are more direct, such as answering questions from customers, handling lines
21 of credit, changing the limits on the tables as requested, resolving disputes, and providing
22 concierge type services such as ordering drinks or making dinner reservations. Each of those
23 things contributes to the customer's experience.

24 Considerable conflicting testimony was provided regarding tips received by pit bosses,
25 floor supervisors, and, now, CSTLs. There is substantial testimony in the record establishing

1 that these employees did, in fact, receive tips. The disagreement centered on the frequency and
2 magnitude of the tips. More convincing than the testimony, however, was the fact that the
3 Wynn addressed the disposition of tips received by pit bosses and floor supervisors in the initial
4 tip policy. It seems reasonable that, regardless of the actual magnitude or frequency, the
5 practice was common or customary enough that the Wynn felt the need to address the matter
6 in the policy.

7 However, while a limitation such as that envisioned in the service line idea may seem
8 reasonable and desirable, NRS 608.160 only speaks to employees generally. Only employers are
9 directly excluded from sharing in the tips. A plain reading of the statute does not appear to
10 place any limitations as to who may or may not be considered an employee for the purposes of
11 tip pooling. The statute does not say, “Nothing contained in this section shall be construed to
12 prevent such employees *except boxmen and CSTLs* from entering into an agreement to divide
13 such tips or gratuities among themselves.” Nor does the statute give the Labor Commissioner
14 the authority to create such a limitation by arbitrarily exempting certain employees. Had
15 Nevada’s Legislature been inclined to include an exemption that limited the tip pool’s
16 participants in the statute they could have done so and could elect to do so in the future. In the
17 meantime, they have not done so and the Labor Commissioner cannot usurp the Legislative
18 prerogative by creating exemptions where none have been provided for in the statute. To do so
19 would be an exercise in ad hoc rulemaking.

20 In this particular case, the participants in the tip pool are limited by the Wynn and the
21 distribution does not extend to any employees who work outside of the immediate confines of
22 the table games pits. Thus the only employees in dispute are boxmen and CSTLs.

23 In the Baldonado decision, the employees in question, the boxmen and CSTLs were
24 characterized as occupying “certain lower-level management positions.” Baldonado, 194 P.3d
25

1 96, 96. Boxmen and CSTLs are distinguishable, just as boxmen are distinguishable from floor
2 supervisors and pit bosses.

3 Most of the testimony and evidence presented in this case revolved around the CSTLs,
4 rather than the boxmen. Whereas CSTLs have a wider range of duties and responsibilities than
5 either the boxmen or the dealers, boxmen actually sit on a particular dice game as part of the
6 crew running that table. While they may play a different role than a stickman or dealer on a dice
7 game, it is reasonable to conclude that the boxmen are directly involved in the play of the game.
8 Their responsibilities include handling the money on the table, ensuring that the players are
9 following the rules and controlling the pace of the game. Boxmen's management responsibilities
10 are so minimal, that it is difficult to characterize them even as low-level management. It is
11 reasonable to conclude for boxmen that their participation in the tip pools does not violate any
12 of the prohibitions against the taking of tips and that conclusion is hereby adopted.

13 Unlike boxmen, CSTLs do not sit on a particular game and CSTLs clearly are not dealers.
14 They have a mix of responsibilities, some supervisory, some administrative, and some customer
15 service. As stated above, unlike employees, employers are prohibited from being included in tip
16 pools. Fundamental to the dealers' argument is the idea that CSTLs are not employees
17 permitted to participate in the tip pool, but rather they are employers and thus prohibited.

18 The Labor Commissioner evaluates whether or not a person is an employer for
19 enforcement purposes under NRS Chapter 608 utilizing the analysis in Nevada Administrative
20 Code 608.150, adopted in 2004. That section states:

- 21 1. In determining the person to be held liable for a violation of this chapter or chapter 608
22 of NRS, the Commissioner may investigate the conduct of the business enterprise and the
23 extent of custody or control exercised by a person over the place of employment or any
24 employee.
25 2. The investigation of the conduct of the business enterprise may include, but is not
limited to:
(a) Whether the person had the power to hire or fire employees;
(b) Whether the person supervised or had control over the schedule of work of employees
or the conditions of employment of employees;

- 1 (c) Whether the person determined or had control over the method or rate of payment of
employees;
2 (d) Whether the person maintained the records of employment; and
3 (e) If more than a single business is involved in the business enterprise, whether the
person had control of the businesses or operated the businesses for a common purpose.

4 The evidence in this case clearly sets forth that CSTLs do not have the power to hire and
fire other employees, do not have the power to determine or control other employees' method or
5 rate of payment, do not maintain employment records, do not have control over the conditions
6 of employment of other employees, nor do they have control of the business. They do have some
7 supervisory functions and may be involved in scheduling insofar as they are involved in deciding
8 whether tables should be opened or closed, but that does not appear to extend to deciding the
9 underlying work schedules of the other employees. Based on substantial evidence in the record,
10 neither boxmen nor CSTLs are employers and they cannot be prohibited from participating in
11 the tip pool on that basis.

12 *The Wynn received no direct benefit from the change in the tip pool*

13 The Wynn clearly realized certain benefits from changing the tip distribution in the tip
14 pooling agreement. They found it easier to promote dealers from within by eliminating the
15 disincentive to take a "promotion" that would have resulted in a pay cut on the order of 30%.
16 While the Wynn incurred some out of pocket expenses by increasing the CSTLs' base wage, the
17 bulk of the increase came from the redistribution of the tips previously going to the dealers. The
18 dealers argue that the Wynn could have paid the difference from its own funds, but since the
19 Wynn did not do so, the result is a direct benefit to the Wynn and prohibited under the statute
20 and case law. This line of reasoning was not found persuasive in a recent Ninth Circuit tip
21 pooling case. (See Cumbie v. Woody Woo, Inc., 596 F.3d 577 (2010)).

22 Such was the situation in Alford where the tip pool was imposed and some of the tip
23 income previously retained by the individual dealers was redistributed to other dealers on the
24 shift.
25

1 [T]he casino did not retain any part of the pooled tips, although Harold's Club later
2 conceded that as a result of the change it reaped collateral benefits of higher employee
3 morale and lower employee turnovers.
4 Alford, 99 Nev.670, 672.

5 The Alford court identified the question of direct versus indirect benefit stating

6 [T]he issue which must be addressed in the resolution of this appeal is whether NRS
7 608.160 prohibits the employer from unilaterally imposing a tip-pooling agreement on
8 employees as a condition of their employment, even though the employer does not retain
9 any part of the tips for his own use or receive any direct benefit from the pooling.
10 Alford, 99 Nev.670, 673. (emphasis added)

11 Where the employer actually pockets and retains the tips to the exclusion of its
12 employees, such an action can clearly be identified as a taking. Claimants argued that the Wynn
13 put the tips into an interest bearing bank account. While the Wynn did not necessarily keep the
14 tips themselves, the dealers allege that they did use the tips to generate income to their
15 exclusion. The dealers argued that this constituted a taking of their tips. The dealers did not
16 present any direct testimony on this issue, but relied on the testimony of two Wynn employees
17 who's testimony was contradictory and inconclusive.

18 As was the case with the Las Vegas Hilton, Harold's Club, Caesar's Palace, and Woody
19 Woo's, the various courts have not seen fit to characterize the collateral and indirect benefit the
20 Wynn freely admits to realizing in this case as being the type of benefit that would result in a
21 taking and thus be prohibited by NRS 608.160. Based on the substantial evidence in this case,
22 the Wynn did not retain the tips for its own use nor did it reap a direct benefit due to the
23 increased compensation the CSTLs and boxpersons receive from the tip redistribution.

24 *The Wynn's tip pooling policy does not offend either NRS 613.120 or 608.100(2)*

25 The Labor Commissioner as Hearing Officer in this matter issued an order on February
20, 2009 setting forth that NRS 608.160 was the only statute at issue in this case. However,
some of the parties insist on revisiting NRS 613.120 and NRS 608.100(2).

NRS 613.120 is not applicable to this matter. The statute addresses individual
misconduct of a business' employees. It is the Wynn, the employer, who made the tip pooling

1 arrangement a term and condition of employment. It was not a manager, superintendent,
2 officer, agent, servant, foreman, shift boss or other employee. This statute is typically referred
3 to as the “kick-back” statute. For example, this statute would prohibit a foreman from hiring an
4 undocumented worker and then demanding that the worker pay a kick-back for obtaining or
5 continuing employment. Similarly, the statute prevents workers from bribing an individual who
6 may be in such a position of power as to be able to influence hiring or continued employment.
7 In either case, demanding or receiving payment is a case of individual misconduct not a term or
8 condition of employment placed on the employee by the actual employer.

9 Likewise, NRS 608.100(2) is not applicable to the present matter either. That statute
10 states that

11 [I]t is unlawful for any employer to require an employee to rebate, refund or return any
12 part of the wage, salary or compensation earned by and paid to the employee.

13 Before any part of the wage, salary or compensation can be rebated, refunded or
14 returned, in contravention of the statute, two conditions must be met. First, the employee must
15 earn the amount due. Second, the employee must be paid. In this case, the compensation
16 attributable to the employee’s share of the tips is earned when it is placed into the tip pool.
17 However, it is not paid until the paycheck has been issued.

18 This is similar to the anti-kickback provisions of NRS 613.120. However, rather than
19 proscribing the conduct of co-workers, this statute addresses the conduct of the employer. The
20 provision deals with those situations where a dishonest employer ostensibly pays the employee
21 one amount, but then requires a kickback after it appears, on paper at least, that the transaction
22 has been completed and the employee appropriately paid. Because the conduct at issue in this
23 case takes place before the employee is paid, the second requirement of the test is not satisfied
24 and no violation occurs. The interpretation of the statute will not be stretched so far as to
25 include the tip pooling that is clearly permissible under NRS 608.160.

DECISION

1 Based on the substantial evidence on the record and applicable statutes and case law, the
2 tip pooling policy imposed by the Wynn on its table games department employees on September
3 1, 2006 does not violate Nevada law.

4 THEREFORE, IT IS HEREBY ORDERED AS FOLLOWS:

- 5 1. The claim of Meghan Smith is hereby DISMISSED.
- 6 2. The claims of Daniel Baldonado, Joseph Cesarz, and Quynhoc Tang are hereby
7 DISMISSED.

8 DATED this _____ day of July 2010.

9 _____
10 Michael Tanchek, Labor Commissioner

1
2 **CERTIFICATE OF MAILING**

3 I HEREBY CERTIFY that on this _____ day of July 2010, I deposited into the U.S. Mail,
4 postage prepaid thereon, a copy of the foregoing document to the persons listed below at their
5 last known addresses:

6 GREG KAMER, ESQ.
7 BRYAN COHEN, ESQ.
8 KAMER ZUCKER AND ABBOTT
9 3000 W. CHARLESTON BLVD.
10 SUITE 3
11 LAS VEGAS, NV 89102

12 JAY LITMAN, ESQ.
13 68 N. CAMDEN DR.
14 SUITE 200
15 BEVERLY HILLS, CA 90210

16 TRAVIS SHETLER, ESQ.
17 618 S. SEVENTH ST.
18 LAS VEGAS, NV 89101

19 MARK THIERMAN, ESQ.
20 THIERMAN LAW FIRM
21 7287 LAKESIDE DRIVE
22 RENO, NV 89511

23 LEON GREENBERG, ESQ.
24 633 S. FOURTH ST.
25 SUITE 9
LAS VEGAS, NV 89101

An Employee of the Nevada State Labor Commissioner