

The
ENTERTAINER

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SERVICE • HOSPITALITY • GAMING

2022 Convention: Working Together Wins



In the photo above, from left to right: SEATU Vice President Tom Orzechowski, Vice President Augustin Tellez and Executive Vice-President/Secretary Treasurer David Heindel are sworn into office by Legal Counsel Leslie Tarantola.

The theme for the most recent SEATU convention is both a blueprint and a reflection of how the union persevered through the pandemic.

Those who joined the convention included the SEATU Executive Board: President Michael Sacco, Executive Vice President/Secretary-Treasurer David Heindel, and Vice Presidents Augustin Tellez and Tom Orzechowski. Also taking part were Representatives Amber Akana, Todd Brdak, James Brown, Monte Burgett, Amber Gibson, Tyson Little, Katie Naud, Kayla Rodriguez and Shane Sterry. In addition, the following delegates represented their workplaces: Kyle Callahan, Jackie Holstien, Susan Hunt, Chloe Lake, Nilsa Lipscomb, Sabrina Louthain, Linda Richter, Dave Rohrer, Keith Shufelt and Glory Warrick.

“Working Together Wins” was the slogan for the event, which took place Sept. 20 via Zoom. The theme resurfaced in many of the officials’ and delegates’ respective reports, both directly and indirectly, as speakers reviewed the many tests and gains that have been experienced since the 2019 convention.

President Sacco said, “In all the years I’ve been doing this, I’m not sure I’ve ever seen a more appropriate theme than the one we’ve got for this convention: ‘Working Together Wins.’ Brothers and sisters, that approach is what allowed us to get through the pandemic.... As you know, our country hadn’t been through this kind of pandemic in a century – and I think it’s fair to say that the workforce looked a little different back then. So, there wasn’t a blueprint for us to follow. But we stepped up, together. We had close coordination, frequent conversations and regular meetings with our membership, our contracted companies, and other labor groups. During some stretches, these calls literally happened every day. We kept the lines open and controlled what we could control. We paid attention, remained flexible and supported each other. That’s how we found a semblance of order. That’s how we emerged stronger than ever, with deeper and more meaningful relationships across the board.”

SEATU National Assistant Vice President Bryan Powell noted in his report, “As you’ve heard throughout this convention, we’ve seen challenges and opportunities

over the past three years. Clearly, the COVID-19 crisis disrupted and, in some ways, altered our lives. However, one of the more prominent lessons I think we all learned during these challenging times was that by working together, we can overcome any obstacle; certainly, we have all demonstrated that ‘Working Together Wins’.”

One of the largest SEATU-contracted workplaces, the Hawaii-based *Pride of America* operated by Norwegian Cruise Lines (NCL), was especially affected by the COVID-19 pandemic. As stated by SEATU Representative Amber Akana, “In March 2020, NCL officially announced the immediate suspension of global operations. Soon after, the CDC issued no-sail orders for ships carrying more than 250 passengers. A month later, the CDC extended the no-sail order, and the company then was forced to lay off most of its hotel and service employees, as the industry and the world faced many uncertainties. I’d like to take this opportunity to sincerely thank those SEATU delegates who chose to stay on board the vessel. Their dedication and professionalism during this time have not gone unnoticed or unappreciated. Namely, Daniel Long, Tyrone Williams, Lucia Colon, and Keith Shufelt.

“For much of the past two years, the *Pride of America* remained in warm layup status,” she continued. “However, during this time, she also underwent a massive \$30 million enhancement project; a facelift, if you will. The *Pride of America* now boasts several renovated dining options, an art gallery, and an onboard cultural center of Hawaiian history and traditions in addition to its usual amenities.”

Gibson reiterated the challenges COVID-19 presented, noting, “One of the provisions in our Union contracts is the ‘recall rights’ section, and it was very much in play. The union negotiated an extension of this provi-



SEATU President Michael Sacco

sion at most properties and this gave legacy employees the ability to return to their jobs with no loss of seniority after up to a year of being on layoff status.”

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President's Column

Perspective and Civility

“What is wrong with him?!”

“How can she believe such a thing?!”

“Why in the world would they support that kind of candidate?!”

These sorts of sentiments are all too common nowadays, as many people retreat to their social-media silos and their television “news” equivalents.



Michael Sacco

With Election Day on the horizon, this is a perfect time to politely encourage our members, retirees, officials and staff to take a deep breath, focus specifically on issues, and try to give people the benefit of the doubt. Such an approach will be good for one's blood pressure, if nothing else.

Polarization in the U.S. has reached alarming levels, and that belief is backed up not only by data but by daily anecdotal evidence in all of our lives. Our path to this regrettable destination partly took root in local news deserts – as legitimate journalism dried up, it was replaced by digital imposters cleverly masquerading as authentic outlets. There are many hundreds of such online entities across the country, most of them driven not by a desire to inform and provide balanced reporting, but rather by the political agendas of their big-money founders. The New York Times did a breathtaking, in-depth report on this situation a few years ago; there is no end in sight.

When you combine the dwindling state of the true news media with the proliferation of social media, it's not pretty. Navigating the murky waters of social media can be challenging, particularly when it comes to politics. But one indisputable truth is that whatever you click on, you get more of. As one researcher put it, the concept of confirmation bias is nothing new. “But in social media, this bias is propagated simply by reading, liking, and sharing content that acts to support those convictions we already hold, while avoiding content that challenges our beliefs. Essentially, we begin to isolate ourselves from those opposing opinions until we're surrounded with people who agree with us.”

Unlike traditional media outlets, social media at best has very loose rules governing the truthfulness of its content. Even when crackdowns occur, they're often sporadic, tardy and not fully effective. The lack of accountability corresponds with a lack of accuracy.

Finally, we'd all do well to remember than in an age when so many social media, traditional media and other outlets make their living from online ad revenue, their respective content is usually designed to agitate – and to keep you clicking and tapping and watching. This doesn't just apply to Newsmax or MSNBC or CNN. Pay attention to your local weather forecast and you'll often hear words like “damaging, destructive” and “severe,” even if those are just slim possibilities for later in the week or in another region. Behind the algorithm are equations that have figured out how to keep us engaged.

Particularly with the November elections looming, I encourage everyone to pay attention to issues rather than personalities, and remember that the vast majority of people want what is best for our country, even if we sometimes have different ideas about how to achieve those goals. And, as always, be assured that SEATU will support candidates who support our industry and workers' rights, regardless of political party.

AFL-CIO President Applauds SIUNA

AFL-CIO President Liz Shuler commended the work of union laborers and encouraged officials and rank-and-file members to support pro-labor candidates in the midterm elections.

Shuler submitted a video message for the SIUNA convention, which took place online Sept. 14. The SIUNA is the parent union of SEATU.

“I just have to start by recognizing your president, Mike Sacco, who is not only an incredible leader of your union, but a true leader within our federation,” said Shuler. “Serving on our executive council, and as president of the AFL-CIO's Maritime Trades Department, and even conducting the elections for Fred (Redmond) and I at the AFL-CIO convention last June. Thank you, Mike, and to (SEATU Vice President) Augie Tellez, (SEATU Secretary-Treasurer) Dave Heindel and all the executive board leaders and activists, we are so grateful for your dedication to our labor movement.”

She continued, “And there's no question that you all have stepped up to address the challenges the pandemic has posed to our economy and our sup-

ply chain. That's what unions do. We show up for each other, and we use our collective power to fight for a better future for our communities. And people are recognizing this. Not only is the public support for unions at 71 percent, but we're seeing incredible momentum building around organizing.”

She spoke on some of the new technologies that will shape the future of the SIUNA: “New industries are emerging all around us. And we need to make sure that those jobs are good, union jobs from day one. And by being the source for the most highly skilled, highly trained, most productive workers on the planet, that's how we get a foothold. And we are seeing that in industries like offshore wind....

“But now we want to expand that, and make sure every aspect of the industry is union, wall to wall,” Shuler continued. “And this, of course, includes all the work in the maritime trades. From construction, to the 20-plus years of maintenance work on barges and supply ships, wind turbine installation vessels, crewing transports,

operations and maintenance vessels... We are going to fight for all of that to be union work. And I am personally committed to this fight, because this is about the future.”

Lastly, Shuler described the importance of voting.

“We all know that the course of our future, it will depend on who's writing the laws and making the rules,” she said. “And that's why I know all of you will show up in these critical midterm elections. Our Labor 2022 plan is built on the organizing power of unions, and our ability to talk to one another about the issues that affect our daily lives. When we have those one on one, face to face conversations with our members about the issues, we can break through the polarization, and the echo chamber. We can be those trusted messengers on the job, on the phones, listening to our members about what's important to them. And then connecting it to the pro-workers candidates who share our values, and who will show up for us. That's how we're going to win in this election.”



LIZ SHULER
PRESIDENT, AFL-CIO

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(253) 272-7774

WILMINGTON

510 N. Broad Ave.
Wilmington, CA 90744
(310) 549-4000



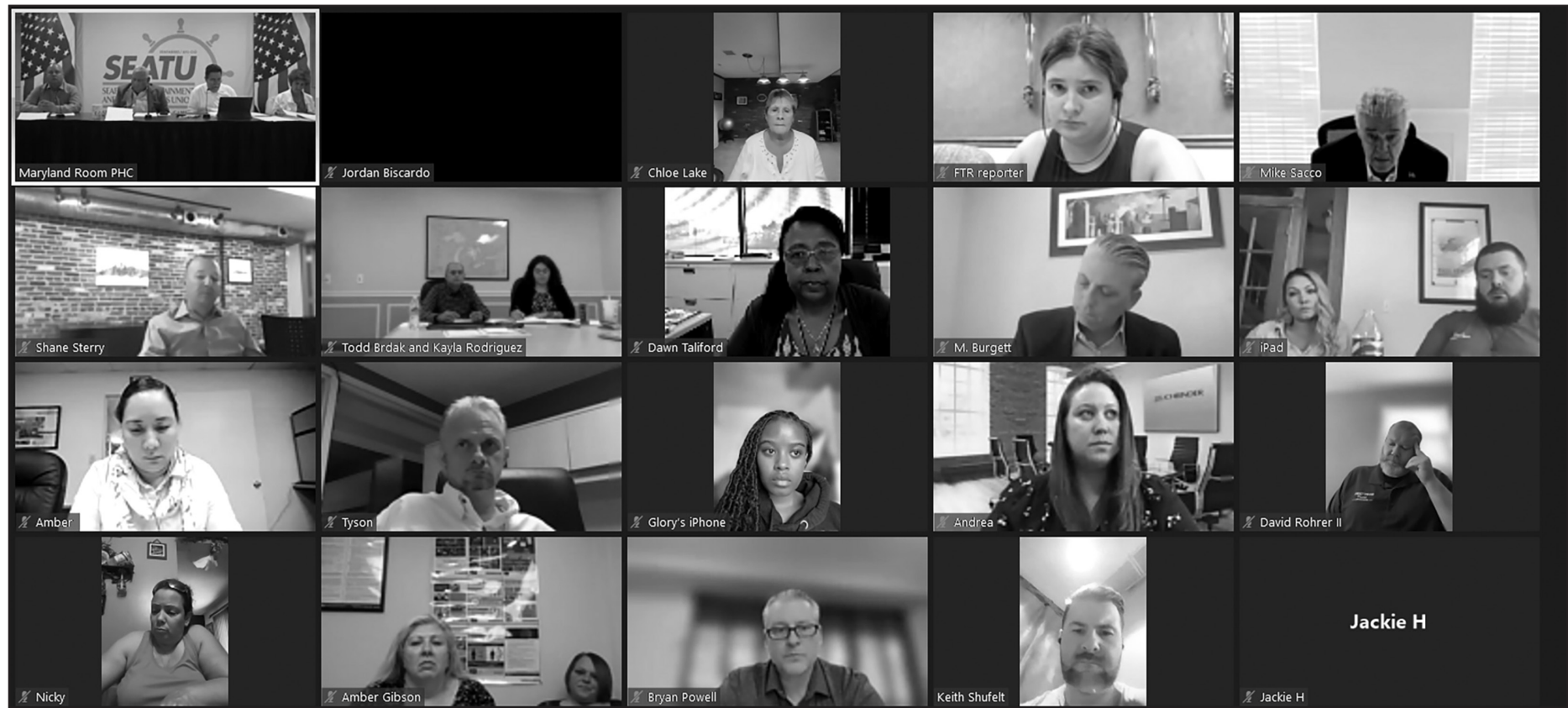
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2022 SEATU Convention Goes Virtual, Looks to Future



A screenshot of some of the attendees at the virtual convention.

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Despite the challenges SEATU has faced, the outlook described by those in attendance was one of growth, with multiple SEATU leaders predicting an increase in union membership, returning the number of union employees to pre-pandemic levels within the next year, and exceeding it soon thereafter.

New contracts were mentioned in a number of reports, including:

- A new six-year agreement with the Detroit Princess effective November 1, 2019 through October 31, 2025. The contract provides for wage increases each year and two additional holidays.

- In August 2021, the membership at Maryland Live ratified a new three-year contract which, among other things, provided substantial wage increases in each year of the agreement, employee retention bonus incentives, augmented language on access and various other enhancements.

- In November 2021, the membership at Hollywood Casino in Perryville, Maryland, ratified a new three-year contract which included robust wage increases and other significant gains.

- Creative Foods at BWI Airport ratified a new three-year agreement in March 2022, including significant wage increases, additional paid holidays, and other added benefits.

- Members at Rosecroft Raceway unanimously ratified a new 12-year agreement in September 2021, which includes annual wage increases, additional paid holidays, and employee retention bonuses.

- The union delivered a new contract for members at Plainridge Park Casino in Plainville, Massachusetts, in November 2021, with SEATU members receiving strong wage increases in each year, an additional paid holiday, revamped attendance policy, and other enhancements.

- In October 2021, SEATU members working aboard the *Pride of America* ratified a new nine-year agreement, which included

significant wage increases in each year, increased pension contributions, and maintained the health and benefits package at current levels.

- At Hollywood Gaming at Mahoning Valley - located in Youngstown, Ohio - members ratified a new contract in which runs through 2023, and includes annual pay raises and increased the number of premium (holiday) pay days.

- Members at Miami Valley Gaming in Ohio overwhelmingly ratified a new contract in November 2021, which included holiday pay and blackout day pay (which this company had never offered); significant wage increases in each year of the agreement; paid time off benefits for part-time employees and improved attendance policy provisions.

- In June 2021, Hollywood Casino Lawrenceburg agreed to a new contract, which included double time on Christmas Day, significant wage increases, market increases for certain classifications, and a property-specific performance bonus program.

- At Hollywood Casino Dayton, in January 2021, SEATU representatives concluded negotiations for a new agreement which was also ratified with overwhelming support. Gains for those employees included significant annual wage increases, two additional premium-pay holidays, and other enhancements.

- In March 2022, the Argosy Casino Alton in Alton, Illinois, ratified a new nine-year agreement which included across the board wage increases, an increase in training pay, annual labor market analysis to determine if the current labor market conditions warrant increases for certain classifications, and enhanced sell-back and rollover options for PTO.

After the reports were read, elections for the positions of SEATU President, Executive Vice-President/Secretary Treasurer and Vice Presidents were held, and the incumbent executive board was reelected to another four-year term.



SEATU National Assistant Vice President Bryan Powell



SEATU Representatives Todd Brdak and Kayla Rodriguez



Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Editor's note: Many classes of SEATU members employed by Norwegian Cruise Lines (NCL) have recently completed the Basic Safety Training course at the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. The one-week training course includes training specified by the vessel operator, and includes fire, survival and first aid training. These training sessions were all administered at the Joseph Sacco Fire Fighting and Safety School, located on a satellite campus. In each photo on the following pages, all members are listed in alphabetical order.



Above (not all are pictured): Kathleen Brady, Carlos Gallo Jr., Richard Gonzales, James Holmes, David Lovell, Jose Eliezer Padilla, Cody Wells and Winfred Wilson Jr.



Above: Joao Carlos Da Costa Oliveira, Jesse Dorr II, Jose Padilla, Christopher Perillo, Zorreya Stone and Yuan Zhang.



Above: Sean Gallagher, Alissa Krott, Megan Miolla, Abigail Moritz, Corales Sandoval, Debra Thames and Codey Uish.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above: Lauren David, Felicity Hamamoto, Sandra Johnson, Kasra Mahmoudi, Dominique Pacheco and Joseph Politowski.



Above: Vincent Barner, Marvin Barnes Jr., Kenneth Borders, Anne Brooks, Noah Clinton, Phillip Cruz, Melissa De La Torre, Jonathan Gana and Alexis Williams.



Above (not all are pictured): Cynthia Alvarez, Ramsey Barksdale, Ethan Lum, Kelvana Moore, Samantha Stichberry and Zachary Wilkening.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above (not all are pictured): Mary Diehlmann, Navina Guzman, Alethea Higgins, Kevin Iriho, Hillary Murphy, Gavin Northcutt, Mark Ray Jr. and Tynikqua Smith.



Above: Kambree Bennett, Nevaeh Brown, John Bryan, Aaron Carter, Jacquelyn Desmond, Elvia Diosdado-Mariscal, Francisco Hernandez, Maleek Hinton, Kylie Hodge, Brittany Hurst, Frank Lania, Quentin Lopez, Casey Maelekapowai, Christian Martinez, Sharon Carolina Morales and Valentine Vu.



Above (not all are pictured): Jonathan Apilar, Harper Atkins, Chieko Baldock, Madison Daley, Larry Edwards, Kristine Franklin, Leaha Harman, Francisco Hernandez, Mark Hurta, Natalia Lizogubova, Sean Corpez Mafnas, Audrey Goot Magsino, Jessica Noriega, Kent Pitman, Rico Castillo Reso, Sir Robar Roldan, Errol Valiente Valdesancho and Antonoff Ziegler.

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Delegates Needed

Delegates are needed at workplaces in all SEATU jurisdictions. Contact your local union hall for more information.

Know Your Weingarten Rights

All SEATU members should be aware of their Weingarten Rights.

Established by the Supreme Court in 1975, the rights guarantee employees the right to union representation during investigatory interviews with management. An investigatory interview is one in which a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct.

If an employee has a reasonable belief that discipline or discharge may result from what they say during such an interview, they have the right to request union representation. It's important to remember that management is not required to inform employees of their Weingarten rights; employees have the responsibility of knowing that these rights exist and to request that they be invoked when appropriate.

Copies of the Weingarten Rights are posted on all union bulletin boards. They also can be accessed on SEATU's web site at www.seatu.org, linked under the Members Rights section. Individuals with questions regarding these rights should contact their SEATU representative, delegate or shop steward.

Become Familiar With Your Labor Contract

All SEATU members, especially those in bargaining unit classifications, are reminded to obtain, read and become familiar with the provisions of their labor contracts.

It is equally important to be aware of the company's policies and procedures where labor issues are concerned. Knowledge of both better enables members to invoke their rights as necessary and protect them when threatened.

Those desiring copies of their labor contracts should contact their on-site delegate or visit their union hall.

Support Your Newsletter

All members are encouraged to share their ideas for stories and photos with the editorial staff of *The Entertainer*. Become the eyes and ears in your work areas by staying abreast of newsworthy events such as promotions, awards, retirements, participation in community activities, etc.

The Entertainer staff would also like to know about anyone who has or participates in unusual hobbies for possible feature stories.

Contact your union representatives with any tips you may have so that we can give recognition to those who richly deserve it.

AFL-CIO Applauds Senate Passage of Inflation Reduction Act

President Joe Biden on August 16 signed H.R. 5376, The Inflation Reduction Act of 2022 into law. A wide-ranging \$750 billion package, the new directive—which passed both chambers of Congress along strict party lines—promises to fight climate change, lower prescription drug prices and cut domestic greenhouse gas emissions. The measure will also allow Medicare to negotiate lower drug prices for the elderly and ensure that corporations and the wealthy pay the taxes they owe.

“I’m about to sign the Inflation Reduction Act into law, one of the most significant laws in our history,” the President Biden said before penning his signature to the measure. “With this law, the American people won and the special interests lost.”

AFL-CIO President Liz Shuler expressed her support for the measure even before it became law. The federation leader on August 7 following the Senate’s passage of the bill.

“Today the Senate passed legislation that will transform the lives of working families at every level, and we urge the House of Representatives to pass this bill swiftly and send it to President Biden’s desk,” the federation leader said August 7 following

the Senate’s passage of the bill which many dubbed a scaled-down version of the previously defeated Build Back Better Act.

“This bill will reshape the future and deliver real help to working families by reducing rising energy and health care costs,” Shuler continued. “Enacting clean energy tax incentives with labor standards and domestic content requirements will create good-paying jobs in construction and manufacturing right here in America. And this legislation will address long overdue changes to our tax system that will finally make the most profitable corporations pay their fair share.”

According to the White, this historic legislation will:

- Deliver clean water to all American families and eliminate the nation’s lead service lines

- Ensure every American has access to reliable high-speed internet.

- Repair and rebuild our roads and bridges with a focus on climate change mitigation, resilience, equity, and safety for all users.

- Improve transportation options for millions of Americans and reduce greenhouse emissions through the largest investment in public transit in U.S. history.

- Upgrade our nation’s airports and ports to strengthen our supply chains and prevent disruptions that have caused inflation.

- Make the largest investment in passenger rail since the creation of Amtrak.

- Build a national network of electric vehicle (EV) chargers.

- Upgrade our power infrastructure to deliver clean, reliable energy across the country and deploy cutting-edge energy technology to achieve a zero-emissions future.

- Make our infrastructure resilient against the impacts of climate change, cyber-attacks, and extreme weather events.

- Deliver the largest investment in tackling legacy pollution in American history by cleaning up Superfund and brownfield sites, reclaiming abandoned mines, and capping orphaned oil and gas wells.

SEATU Notebook

Algonac/Detroit Metro

Current Delegates:

M/V Detroit Princess
Bar Staff: CaSandra Houston
Wait Staff: Seeking volunteers
Kitchen Staff: Anthony Young

Boston

Current Delegates:

Plainridge Park
Food & Beverage: Russ Selvitella,
Player Services: Seeking volunteers
EVS: Seeking volunteers
Racing: Jo Ann Smith
Seeking Delegates: Mutuels, Deep Cleaners, Cooks, Barbacks, Stewards

Chicagoland /Joliet

Members are encouraged to contact their SEATU representatives with any questions or concerns at 815-723-8002.

Hollywood Casino Joliet:
Marsha Gavin, Manuel Peralta
Majestic Star: Matoya Coleman
Ameristar: Jim Jasman

Honolulu

The union is always seeking volunteers in all departments aboard the *Pride of America*.

Current Delegates:

Restaurant: Seeking volunteers
Hotel-Housekeeping: Lucia Colon
Galley/F&B: Seeking volunteers
Bar/Gift Shop: Seeking volunteers

Kansas City

Anyone interested in volunteering for a steward or delegate position, call the union hall at 816-453-5700.

Food & Beverage: Susan Hunt
Slots: Alfonso Hernandez
Maintenance: Seeking volunteers
Main Bank: Crystal Malone

Lawrenceburg

Current Delegates:

Slot Attendant: Carl Marting
Slot Technician: Nick Hall
EVS Steward: Warren Walls
Cage & Credit: Linda Richter,
Food & Beverage: Cassandra Cole
Guest Services: Seeking volunteers
Wardrobe/Gift Shop: Seeking volunteers
Hotel: Linda Hensler
Maintenance: Kyle Callahan

Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.

Maryland

Anyone with questions or concerns is encouraged to call 410-537-5987.

Current Delegates:

Hollywood Casino Perryville
Food & Beverage: Beth Knight
Table Games: Jackie Holstein
Poker Dealer: Bill Monahan
Maryland Live! Casino
Food & Beverage: Glory Warrick
EVS: Seeking volunteers
Housekeeping: Seeking volunteers
Baltimore/Washington International Airport
Lead Delegate: Shauntae Dawson

New Orleans

Anyone wishing to become a delegate or steward is encouraged to call 504-328-7545.

Current Delegates:

MOPS: Seeking volunteers
Food & Beverage Hotel: Seeking volunteers
Bell/Luggage Attendants: Seeking volunteers
Maintenance: Tony Blanks (chief delegate)
Boat: Trina Hester

Ohio

Miami Valley Gaming

Cage: Kyle Bauer
Count Room: Daniel Estle
Gaming Attendants: Gwen Nevin, Gina Fumi-Fiamawle
Gaming Technician: Shawn Brown
Facilities: Andrew Johnson
Food & Beverage: Carlos Mendez, Kerri Gates
Player Services: Tom Cox
Warehouse: Tabitha Stephens

Hollywood Gaming Dayton

Raceway
VLT: Nieawna Russel
F&B: Jackson Wolph
Facilities: Scott McCane
Cage: Amy King
Mutuels: Linda Yeatman

Hollywood Gaming at Mahoning Valley

Current Delegates:

Food & Beverage: Nilsa Lipscomb, Dasia Flenoury
VLT: Justin Teaque
Facilities: Mike Morris,
Retail: Joyce Pishkur

Riverside

Current Delegates:

Cage: Seeking volunteers
Food & Beverage: Jaime Edge
Count Room: Jackie Hibbs
Slots: Sabrina Louthain
Maintenance: Ahmad Alzaidi

St. Louis/Alton Metro

Current Delegates:

Food & Beverage: Maggie Roy, Dennis Baker, Lisa Longo
Housekeeping: Seeking volunteers
Cage & Credit: Hope Jones
Marine Crew: Seeking volunteers
Count Team: Chloe Lake