

**UNITED STATES COURT OF APPEALS  
FOR THE DISTRICT OF COLUMBIA CIRCUIT**

NP RED ROCK, LLC, d/b/a RED ROCK CASINO )  
RESORT & SPA )

Petitioner/Cross-Respondent, )

v. )

NATIONAL LABOR RELATIONS BOARD )

Respondent/Cross-Petitioner, )

Nos. 19-1172  
19-1209

and )

INTERNATIONAL UNION OF OPERATING )  
ENGINEERS, LOCAL 501, )

Intervenor for Respondent. )

INTERNATIONAL UNION OF OPERATING )  
ENGINEERS, LOCAL 501, )

Petitioner )

v. )

No. 19-1213

NATIONAL LABOR RELATIONS BOARD )

Respondent, )

and )

NP RED ROCK, LLC, d/b/a RED ROCK CASINO )  
RESORT & SPA )

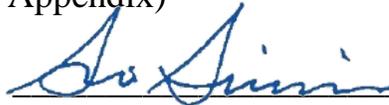
Intervenor )

**CONSENT JUDGMENT**

THIS CAUSE came to be heard upon a petition for review by NP Red Rock,

LLC d/b/a Red Rock Casino Resort and Spa, a cross petition for review filed by the National Labor Relations Board and a petition filed by the International Union of Operating Engineers, Local 501, AFL-CIO in Board Case No. 28-CA-242302, dated August 23, 2019, reported at 368 NLRB No. 52; and the parties having advised this Court of their desire to dispose of this matter by entry of a consent judgment enforcing the Board's Order;

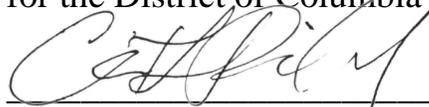
IT IS HEREBY ORDERED AND ADJUDGED by the Court that the said Order of the National Labor Relations Board is hereby enforced and that NP Red Rock, LLC d/b/a Red Rock Casino Resort and Spa, its officers, agents, successors, and assigns, shall abide by and perform the directions of the Board set forth in its Order. (See attached Order and Appendix)



Judge, United States Court of Appeals  
for the District of Columbia Circuit



Judge, United States Court of Appeals  
for the District of Columbia Circuit



Judge, United States Court of Appeals  
for the District of Columbia Circuit

ENTERED: May 12, 2020

## NATIONAL LABOR RELATIONS BOARD

v.

NP RED ROCK, LLC D/B/A RED ROCK CASINO RESORT &amp; SPA

**ORDER**

NP Red Rock, LLC d/b/a Red Rock Casino Resort & Spa, Las Vegas, Nevada, its officers, agents, successors, and assigns, shall

1. Cease and desist from
  - (a) Failing and refusing to recognize and bargain with International Union of Operating Engineers Local 501, AFL–CIO as the exclusive collective-bargaining representative of the employees in the bargaining unit.
  - (b) Failing and refusing to furnish the Union with requested information that is relevant and necessary to the Union’s performance of its functions as the collective-bargaining representative of the Respondent’s unit employees.
  - (c) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.
2. Take the following affirmative action necessary to effectuate the policies of the Act.
  - (a) On request, bargain with the Union as the exclusive collective-bargaining representative of the employees in the following appropriate unit concerning terms and conditions of employment and, if an understanding is reached, embody the understanding in a signed agreement:

All full-time and regular part-time slot technicians and utility technicians employed by [the Respondent] at its facility in Las Vegas, Nevada; excluding all other employees, office and clerical employees, guards, and supervisors as defined by the National Labor Relations Act.
  - (b) Furnish the Union in a timely manner the information requested by the Union on December 5, 2018.
  - (c) Within 14 days after service by the Region, post at its facility in [Las Vegas, Nevada], copies of the attached notice marked “Appendix.”

Copies of the notice, on forms provided by the Regional Director for Region 28, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. If the Respondent has gone out of business or closed the facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at any time since December 10, 2018.

- (d) Within 21 days after service by the Region, file with the Regional Director for Region 28 a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

**APPENDIX****NOTICE TO EMPLOYEES**

**POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES  
COURT OF APPEALS ENFORCING AN ORDER OF THE  
NATIONAL LABOR RELATIONS BOARD  
An Agency of the United States Government**

The National Labor Relations Board had found that we violated Federal labor law and has ordered us to post and obey this notice.

**FEDERAL LAW GIVES YOU THE RIGHT TO**

Form, join, or assist a union

Choose representatives to bargain with us on your behalf

Act together with other employees for your benefit and protection

Choose not to engage in any of these protected activities

WE WILL NOT fail and refuse to recognize and bargain with International Union of Operating Engineers Local 501, AFL-CIO as the exclusive collective-bargaining representative of our employees in the bargaining unit.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on terms and conditions of employment for our employees in the following appropriate bargaining unit:

All full-time and regular part-time slot technicians and utility technicians employed by us at our facility in Las Vegas, Nevada; excluding all other employees, office and clerical employees, guards, and supervisors as defined by the National Labor Relations Act.

WE WILL furnish the Union in a timely manner the information requested by the Union on December 5, 2018.

**NP RED ROCK, LLC D/B/A RED ROCK CASINO RESORT & SPA**

The Board's decision can be found at [www.nlr.gov/case/28-CA-242302](http://www.nlr.gov/case/28-CA-242302) or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

