



We have faced many challenges in 2020. At Wynn, we have responded to each challenge after thoughtful reflection on our core values, and in turn, based our decisions on them.

Because “We Care About Everybody and Everything,” we adopted a philosophy early on to keep as many people employed as possible. We paid full wages and tips for every employee during our 75 day shutdown. When we re-opened, we believed it was in the best interests of our employees and their families to keep as many of our staff working as possible, even if it meant each individual worked fewer hours.

Other companies refer to their work group as a team, but we’ve always thought of each other as a family, one in which we would all sacrifice a little bit for the benefit of the entire group.

We believe this approach is the right one, as did the Culinary Union up to about a month ago. No employee filed a complaint about it. In short, more people working fewer hours has created consistency and predictability at a time our employees most need it.

Over the last few months, the Culinary & Bartenders Union has asked us to adopt some of the policies of our competitors. We have disagreed. Last week, the Union decided to take action against the Company and require that we return to strict union rules that force us to schedule full time employees for 40 hours. We told the Union that would result in fewer people working, forcing many employees into layoff status. We also told the Union this scheduling change would require rebidding the shift for the majority of employees, disrupting so many lives.

We asked the Union to change their position and not force this harsh change during the holidays, as they originally planned. On Saturday, the Union reached out to us and agreed to delay the forced schedule change until January 11.

We must comply with the Union’s demand to abandon our current scheduling practice and instead adopt a “fewer employees working more” approach. We would prefer to keep things as they are now and avoid the disruption that many of you will experience.

We thank the Union for their decision to delay imposing this change on our employees until after the holidays. We will, however, begin the process of rebidding schedules so we can comply with the “fewer employees working more” program on January 11, 2021.