



Labor and Employment Law Seminar

**2026
LAS VEGAS**

SAFETY, CYBER, PRIVACY, AND REGULATED WORKPLACES: HOW TO HANDLE THE UNIQUE ISSUES RAISED BY TABLE GAME DEALERS



Presented by

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**SAFETY, CYBER, PRIVACY, AND REGULATED
WORKPLACES:**

HOW TO HANDLE THE UNIQUE ISSUES RAISED BY TABLE GAME DEALERS

The Dealer Job: Working Conditions

- Fixed position on the floor.
- Required to interact continuously and directly with the public.
- For long periods of time.
- Without the ability to disengage from the patron.



DEALER ROLE

The Dealer Job: Economic Relationship

- Tips make up the majority of a dealer's income.
- Toke pools and committees can affect the company.

Customer Relations: Service Expectations

- What does “friendly” mean?
- Can the company require smiling?
- The abusive customer.

Customer Relations: Preferences and Support

- Customer preferences for particular dealers or dealer characteristics.
- The importance of rule enforcement, escalation, and management support.

SCHEDULING

Scheduling: Fairness, Early Outs, and Breaks

- Qualifications/fairness — impact of tip policy.
- Early outs: employee requested vs. company directed.
- Early outs in a 4/10 environment.
- Break scheduling: 80/20 or 60/20 — potential morale/legal issues.



Token Pools: Shares and Company Authority

- Sick day shares.
- Vacation day shares.
- Administrative duty shares.
- Company authority to veto changes to Bylaws

Unions: Employment Terms and Dispute Resolution

- Wage rates.
- Benefits coverage.
- Tip language.
- Discipline and discharge.
- Arbitration.



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Questions?



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Thank you.