affected her. She became a diabetic, and several times she was hospitalized. Our son was born a month early, and he, too, stayed in the hospital for a week after his birth.

These are some of the situations in my life that makes it important to have a job. I appreciate your time and listening to my story, and I would just like to thank you and to say have a good evening.

CHAIRMAN JAMES: Kasine, thank you so much for being here this evening.

MR. BEY: thank you.

CHAIRMAN JAMES: Albert Dallas. Is Albert Dallas in the room?

Scott Shuster. Welcome Scott.

MR. SHUSTER: Good evening.

It's absurd to think that anyone could relate any experience or opinion with regard to the vast impact of gaming in three token minutes of public comment. So I'm going to speak the truth even though time or other constraints has gagged them.

A manager threatened my job when it was
learned of my inclination not to follow the corporate
union spin when speaking before this Commission. This
is not the first time my job has been threatened by my
employer.

When I'm retaliated against by my
employer, we will see where justice and the public
good really lie.

All of this economic wonder and all of
this money, all of this regulation and oversight does
not result in an industry that is family friendly,
that treats its employees fairly, or acts in an
ethical manner in the way it conducts its business.

One example of the industry's undue
influence would be the dominance and control casinos
exert over the Department of Labor. I have seen it
with respect to the Department of Unemployment
Insurance. I have seen it with respect to the
Division of Wage and Hour.

Casinos regularly commit unfair labor
practices, maintain hostile work environments, lie
under oath while giving testimony at hearings, pay sub
minimum wage to employees working with no tip
opportunity, fraudulently prepare payroll, pay the
wrong wages, pay scales, ignoring contractually
guaranteed compensation, have work performed by
cheaper job classes, shave hours, don't pay overtime,
misreport benefit hours, deny worker's compensation
claims.

The list goes on and on, and I'm sure you
get the idea. It's a wilful, conscious business
decision not to address these problems.

My supervisors and their managers know of
these problems. Their directors and the vice
presidents know of these problems. The labor
relations departments know of these problems.

Yes, the regulatory agencies know of these
problems, as do others who should be extremely
responsive, but are not.

The worst part is that my union and your
union, Mr. Wilhelm, is helpless to address these
problems. These problems are systemic.

It is unfortunate that the industry has
its tentacles outreached into all areas of the body
politic. It has undue influence over the regulatory
agencies that are supposed to oversee it. The tentacles are supposed to maintain a balance of oversight that should act against the casino industry's propensity for self-interest and to maintain the public trust.

Many casino operators maintain a regressive labor relations agenda dedicated to weakening our union and maintaining a docile work force and dedicated to cutting labor costs.

At this time the high quality livelihoods the public expects casinos to provide are being undermined through increasing efforts of certain operators to subcontract jobs and functions that have traditionally been performed in house, usually by union employees.

Additionally, we have witnessed a reengineering of jobs, down-skilling the professions and the crafts traditionally held by union employees for casinos at typically higher pay scales.

A comparable phenomenon is the surreptitious downgrading of job functions and duties to lower paying job classes and the movement of
traditional union work to more docile, less expensive
supervisors.

Clarence Williams reported in the Sun
Herald on line that the first task of a new Executive
Director of the National Gaming Impact Study
Commission ought to be to devise a work plan and
incorporate it with the initial research agenda the
Commission adopted.

CHAIRMAN JAMES: Mr. Bottino (sic), I'm
going to have to ask you to stop right there. That's
not Mr. -- that's Mr. Shuster. Mr. Shuster, I'm going
to have to ask you to stop there, but please know that
we would like you to submit your entire statement for
the record.

MR. SHUSTER: I've done that.

CHAIRMAN JAMES: Thank you very much.

Now Mr. Bottino. Thank you for being
here.

MR. BOTTINO: Good evening, Madame
Chairperson and Commissioners. Welcome to Atlantic
City.

My name is Joseph Bottino, and I would