

July 17, 2020

**VIA E-MAIL (CCDISTB@CLARKCOUNTYNV.GOV)**

Hon. Marilyn Kirkpatrick, Chairperson  
Clark County Commission  
500 S. Grand Central Parkway  
Las Vegas, NV 89155

**VIA E-MAIL (OFFICEOFTHEMAYOR@LASVEGASNEVADA.GOV)**

Hon. Carolyn G. Goodman, Mayor  
City of Las Vegas  
495 S. Main Street  
Las Vegas, NV 89101

**VIA E-MAIL (WRREED@DETR.NV.GOV)**

Wesley Reed, Rapid Response Coordinator  
Rapid Response Unit  
Employment Security Division  
Nevada Department of Employment, Training and Rehabilitation  
500 E. Third Street  
Carson City, NV 89713

This letter provides notice that Nellis Cab Company (“Nellis”) is, effective September 19, 2020, permanently laying off 160 employees who worked or were stationed at the Nellis facility located at 5490 Cameron Street, Las Vegas, NV 89118. Initially, as set forth in our March 20, 2020, communication to employees announcing temporary layoffs, Nellis did not expect it would be permanently laying off these employees; instead, we expected their layoffs would be for less than six months. However, due to unforeseeable business circumstances, the layoffs of these 160 employees will become permanent.

Nellis’s decision to now permanently lay off these employees is the result of unforeseeable business circumstances that were not known at the March 20 commencement of the layoffs. In particular, although some of the hotels and casinos that our taxis serve have not come back as fast as we thought with the June 4 re-opening of gaming operations, the reason now for this notice and the planned permanent layoffs is the resurgence of the coronavirus and the difficulties in containing it. There was a general view that a corner had been turned on the fight against the virus and that restrictions affecting public gatherings and tourism would continue to be lifted.

But in recent weeks, COVID-19 cases have unexpectedly spiked throughout the Southwest region, including in Las Vegas, with an impact on tourism in the area. These unexpected spikes have also led to renewed government restrictions with direct effects on the markets we serve. New government restrictions include Governor Sisolak’s mandatory face-covering order of June 24, 2020, and his order of July 10, 2020, reinstating Phase One restrictions on certain bars, restaurants and food establishments, and social gatherings in Clark County. All indications are that additional shutdown orders and other limitations will be re-imposed in the very near future,

which can only serve to further slow a return to normal operations. In sum, the most recent indications are that this health concern will continue to be a drag on business re-openings and growth.

As noted above, the permanent layoffs for the 160 employees will be effective on September 19, 2020. Upon request, we can provide you with a list of the job titles of the affected employees and the number of employees who hold such titles. None of the employees of Nellis are represented by a union, and none of the employees being separated from employment on September 19, 2020, or remaining on temporary layoff as of the date of this letter, has a right to claim another job at the company or bumping rights.

Additionally, besides the permanent layoffs, we have also taken the step of advising those employees not being permanently laid off that they may not be recalled to work within the six months originally projected in our above-referenced March 20 communication. There are 135 employees in this category. We are extending these employees' temporary layoff period for the same reasons that we are implementing the permanent layoff of 160 employees; specifically, the business circumstances that we now face were not reasonably foreseeable when the initial temporary layoff notice was given. Nellis is hopeful that it will be able to bring back these laid-off employees before or by mid-December 2020.

While Nellis is taking the difficult step of permanently laying off the employees in question, it remains optimistic that it will be able to recall the permanently laid-off employees as conditions improve. At this time, however, we are unable to identify particular dates given the circumstances.

Should you wish to receive further information, please contact me at the following phone number: (702) 367-4004.

Sincerely,

*Michelle Langille*

General Manager

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