

Congress of the United States

Washington, DC 20515

October 9, 2026

Craig S. Billings
Chief Executive Officer
Wynn Resorts
3131 Las Vegas Boulevard South
Las Vegas, NV 89109

Dear Mr. Billings:

We write with concern regarding your ongoing union contract negotiations with the workers at your Encore Boston Harbor location. We encourage you to negotiate in good faith and prioritize the livelihood of your employees — especially as you funnel funds into building your latest casino in a country known for its egregious violations of workers' rights.

In 2014, when Wynn Resorts ('Wynn') sought regulatory approval to build its Encore Boston Harbor casino, it promised the casino would create more than 3,200 full-time jobs.¹ In 2021, after two years of operation, Wynn signed union contracts with UNITE HERE Local 26 and Teamsters Local 25.² But since then, Wynn has proven that its commitment to workers was skin deep. Wynn has fallen far short of its 2014 promise, with just 2,298 full-time jobs as of July 1, and eliminating more than 150 food and beverage jobs in the last three years alone.³ And Wynn workers are paid less than those other full-service hotels in the region.⁴

On August 31 of this year, Wynn's contract with Locals 25 and 26 expired, and workers requested a new contract with pay raises to bring workers' compensation in line with other high-end hospitality employers.⁵ Wynn did not agree to the workers' proposed terms, and after being unable to reach a deal, workers went on strike on September 4th.⁶ Wynn has continued to refuse to offer a satisfactory pay raise to union members, and the strike has worn on.⁷ City officials in

¹ Wynn Resorts, "Encore Boston Harbor Marks Two Significant Achievements: Exceeds Projected Hiring of Union Trade Members by 25 Percent and Reaches \$250 Million in Wages Paid to Local Workers," press release, November 8, 2018, <https://www.newsroom.wynnresorts.com/en/encoreboston/encore-boston-harbor-marks-two-significant-achievements--exceeds-projected-hiring-of-union-trade-mem/s/d74ba073-c4cb-43cb-b5e2-3b20ccbe6120>; Massachusetts Gaming Commission, "RFA-2 Application Review Category 1 License for Casinos: Region A," September 9, 2014, p. 7, <https://massgaming.com/wp-content/uploads/3B-Region-A-ECONOMIC-DEVELOPMENT-Report.pdf>.

² Testimony from union members, September 2026, [On file with the Office of U.S. Senator Elizabeth Warren].

³ Massachusetts Gaming Commission, "Notice of Meeting and Agenda," August 27, 2026, p. 171, <https://massgaming.com/wp-content/uploads/Meeting-Materials-8.27.26-OPEN.pdf>.

⁴ Testimony from union members, September 2026, [On file with the Office of U.S. Senator Elizabeth Warren].

⁵ NBC Boston, "Encore Boston Harbor workers go on strike outside casino," Kaitlin McKinley Becker and Monica Madeja, September 4, 2026, <https://www.nbcboston.com/news/local/encore-boston-harbor-strike-everett-casino/4009229/>.

⁶ GBH News, "Everett city officials show support for Encore Boston Harbor workers as strike enters 2nd week," Diane Adame, September 15, 2026, <https://www.wgbh.org/news/local/2026-09-15/everett-city-officials-show-support-for-encore-boston-harbor-workers-as-strike-enters-2nd-week>.

⁷ MassLive, "Encore casino strike nears 3 weeks as workers push for pay increase," Will Katcher, September 23, 2026, <https://www.masslive.com/boston/2026/09/encore-casino-strike-nears-3-weeks-as-workers-push-for-pay->

Everett, where the Encore casino is located, passed a resolution in support of the workers on September 14th.⁸ The mayor of Everett highlighted Wynn's financial success and the deal they got from the city to host the casino, noting that Wynn has earned "[a]n \$8 million profit, and they can't pay a fair wage."⁹ Nonetheless, Wynn claims that the workers' demands would be too financially burdensome, despite the fact that your company's total income last year topped \$300 million.¹⁰

At the same time that it is refusing to invest in workers at its existing facilities in New England, the company is pouring money into its new ventures, including a casino in the United Arab Emirates (UAE). Indeed, Wynn appears to be using the Encore as a way to fund its other endeavors. In 2022, Wynn extracted \$1.7 billion in cash from the Encore facility through a sale-leaseback transaction,¹¹ promising to invest some of the proceeds into the site. But despite the profitability of the Encore facility, Wynn has reneged on those promises, that the project was not "viable, given the other current opportunities we have for deployment of our capital."¹² Wynn has since invested more than \$1 billion in your new casino venture in the UAE.¹³

Indeed, when asked about the Encore Boston Harbor casino last year, you appeared to describe it as a source of liquid cash to fund other ventures, saying, "It chugs along. It produces cash. Again, we can redeploy that cash, and it's a stable place."¹⁴ Instead of using that cash to increase workers' wages, though, you seem to be redeploying that cash to your UAE facility, where Wynn can avoid its legal responsibilities to its workers. UAE workers have very few protections and do not have the explicit right to formally unionize.¹⁵ The vast majority of UAE workers are migrants, and UAE regulations give employers an extraordinary degree of control over migrant workers, meaning that Wynn would be allowed to take workers' passports, withhold wages, and punish workers who try to leave their jobs.¹⁶ Wynn should not be disinvesting in Massachusetts,

[increase.html](https://www.facebook.com/teamsters.boston/posts/teamsters-on-strike-at-encore-casino-are-holding-the-line-at-the-delivery-entran/1672642728205237/); Post on Facebook by Teamsters Boston, October 5, 2026, <https://www.facebook.com/teamsters.boston/posts/teamsters-on-strike-at-encore-casino-are-holding-the-line-at-the-delivery-entran/1672642728205237/>.

⁸ GBH News, "Everett city officials show support for Encore Boston Harbor workers as strike enters 2nd week," Diane Adame, September 15, 2026, <https://www.wgbh.org/news/local/2026-09-15/everett-city-officials-show-support-for-encore-boston-harbor-workers-as-strike-enters-2nd-week>.

⁹ *Id.*

¹⁰ PR Newswire, "Wynn Resorts, Limited Reports Fourth Quarter and Year End 2025 Results," February 12, 2026, <https://www.prnewswire.com/news-releases/wynn-resorts-limited-reports-fourth-quarter-and-year-end-2025-results-302686824.html>.

¹¹ The Boston Globe, "Wynn Resorts cashes in on Everett casino in \$1.7 billion deal," John Chesto, February 16, 2022, <https://www.bostonglobe.com/2022/02/16/business/wynn-resorts-cashes-everett-casino-17-billion-deal/>.

¹² The Boston Globe, "Wynn halts planned \$400 million casino expansion amid financial dispute with Everett," John Chesto, May 9, 2024, <https://www.bostonglobe.com/2024/05/09/business/encore-casino-everett-expansion-wynn/>.

¹³ Reuters, "Wynn Resorts beats quarterly estimates on Macau strength, announces UAE casino opening date," August 4, 2026, <https://www.reuters.com/world/asia-pacific/wynn-resorts-beats-quarterly-estimates-macau-strength-announces-uae-casino-2026-08-04/>.

¹⁴ CNBC, "Wynn Resorts CEO Craig Billings goes one-on-one with Jim Cramer," March 21, 2025, <https://www.cnbc.com/video/2025/03/21/wynn-resorts-ceo-craig-billings-goes-one-on-one-with-jim-cramer.html>.

¹⁵ Freedom House, "Freedom in the World 2023: United Arab Emirates," <https://freedomhouse.org/country/united-arab-emirates/freedom-world/2023>; Human Rights Watch, "World Report 2026: United Arab Emirates: Events of 2025," <https://www.hrw.org/world-report/2026/country-chapters/united-arab-emirates>.

¹⁶ Human Rights Watch, "Questions and Answers: Migrant Worker Abuses in the UAE and COP28," December 3, 2023, <https://www.hrw.org/news/2023/12/03/questions-and-answers-migrant-worker-abuses-uae-and-cop28>.

where labor and wage laws are robustly enforced, in favor of the UAE and other countries with weak labor standards and protections.

Every worker at Encore has the right to join a union, and you have an obligation to the workers that you promised to employ. We urge you to continue to engage in union negotiations in good faith and to prioritize investment in Massachusetts.

Please respond to the following questions by October 23, 2026:

1. How much in profits (either from real estate transactions or from ongoing operations) has been diverted from the Encore Boston Harbor facility since the sale-leaseback transaction in 2022?
2. What is the disposition of these diverted profits? Specifically,
 - a. How much of these funds have been used for stock buybacks or dividend payments?
 - b. How much of these funds has been invested in Wynn's UAE facility?
3. How much in profits did Wynn bring in from the Encore Resort in 2025?
4. How much did Wynn pay in executive salaries in 2025?
5. Has Wynn engaged in stock buybacks in the past three years? If so, please provide the amounts.
6. How much has Wynn paid out in dividends to shareholders in 2025?
7. Will you allow independent third-party monitoring of working conditions at your UAE facility?
8. Please explain why Wynn has been able to invest more than \$1 billion in your UAE facility while apparently being unable to pay employees wages on par with other luxury hospitality facilities in the Boston area.

Thank you for your attention to this important matter.

Sincerely,



Elizabeth Warren
United States Senator



Ayanna Pressley
Member of Congress