



International Alliance of Theatrical Stage Employees & Moving Picture Technicians, Artists & Allied Crafts

LOCAL 500 SOUTH FLORIDA • AFL-CIO

Stagehands • Audio-Visual • Video Technicians • Exhibition Employees

Treasurers & Ticket Sellers • Projectionists • Allied Crafts

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IMPLEMENTATION OF INCREASED HOURLY RATES FOR REFERRALS TO KRAVIS PRESENTS PERFORMANCES

As you know, since September 2000, the Kravis Center has engaged in continuous and uninterrupted violations of federal labor law. Under court order, the Kravis Center returned to bargaining in January 2009, but continued to bargain in bad faith. In January 2011, the Kravis Center imposed wages, hours, and terms and conditions of employment, something it called its “last, best, and final offer” (LBFO). Unfortunately, Local 500 was forced to file additional unfair labor practice charges against the Kravis Center.

In March 2011, just two months later, the Kravis Center proposed to reopen its LBFO to provide wage increases for its “regular crew.” While the Kravis Center proposed substantial wage increases for its “regular crew,” the Kravis Center proposed zero for referrals from the hiring hall. The Kravis Center continued to propose zero for referrals from the hiring hall through June, July, August, September, and October. (Local 500 proposed a modest three percent (3%) across-the-board pay increase.)

On November 1, for the first time, the Kravis Center proposed an across-the-board pay increase of 1.5 percent (1.5%) for all referrals from the hiring hall. Before Local 500 could respond, on November 8, the Kravis Center advised Local 500 that it was implementing the 1.5 percent (1.5%) wage increase.

In other words, after proposing zero for referrals from the hiring hall for many months, on November 1, the Kravis Center proposed the 1.5 percent (1.5%) increase for referrals from the hiring hall. When Local 500 did not respond in a week, the Kravis Center advised Local 500 that the 1.5 percent (1.5%) increase would be implemented unilaterally.

Essentially, Local 500 has obtained a 1.5 percent (1.5%) increase for you. If you have any questions, please contact Local 500. Thank you.

Alan Glassman

Secretary-Business Representative