



## **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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### **NEW CHARGES, INVESTIGATION, FINDINGS, AND CONCLUSIONS: KRAVIS CENTER HAS NEVER STOPPED VIOLATING FEDERAL LAW**

After an 8-month investigation, an attorney for the federal government has advised IATSE that the Kravis Center has not complied with the order of the federal court issued in December 2008 and has committed additional violations of federal labor law after returning to bargain by order of the federal appellate court.

Background: In September 2000 and continuing through January 2009, the Kravis Center committed massive unfair labor practices in violation of federal labor law. The unfair labor practices included the unlawful declaration of impasse; the unlawful implementation of changes to a contract including the refusal to use the hiring hall; and the unlawful discharge of department of heads.

After charges were filed, the Kravis Center lost every single charge considered during an investigation (2001), before a federal administrative law judge (2002), before the Bush-appointed NLRB (2007), and in federal appellate court (2008).

In January 2009, under court order and possible action for contempt of court, the Kravis Center announced it would comply with the court order, bargain in good faith, and utilize the hiring hall on an exclusive basis. At the very first bargaining session, the Kravis Center stated that it would never agree to an exclusive hiring hall and then refused to use the hiring hall to employ department heads.

After bargaining in bad faith from January 2009 through January 2011, the Kravis Center

- unlawfully declared impasse in negotiations
- unlawfully implemented changes to wages, hours, and terms and conditions of employment including the refusal to use the hiring hall on an exclusive basis
- unlawfully insisted to impasse that the agreement would have two sets of wages, hours, and terms and conditions of employment -- one set applicable to workers referred from the hiring hall and the other set applicable to workers not referred from the hiring hall
- unlawfully discharged department heads referred from the hiring hall, while retaining department heads not referred from the hiring hall

Unfortunately, IATSE was forced again to file unfair labor practice charges against the Kravis Center. After an 8-month investigation, attorneys for Region 12 of the NLRB have concluded that the Kravis Center is not in compliance with the court order from 2008 and committed new unfair labor practices. A new complaint and prosecution of the Kravis Center will be forthcoming.

**THE RAYMOND F. KRAVIS CENTER: MORE THAN 11 YEARS  
OF CONTINUOUS VIOLATIONS OF FEDERAL LABOR LAW**