

Congress of the United States
Washington, DC 20515

June 29, 2011

Secretary Hilda L. Solis
U.S. Department of Labor
200 Constitution Ave., NW
Washington, DC 20210

Dear Secretary Solis:

We write to express our concern regarding several labor matters involving the Raymond F. Kravis Center for the Performing Arts, Inc. ("Kravis Center") and the workers of the International Alliance of the Theatrical Stage Employees and Moving Picture Technicians and Allied Crafts ("IATSE"). We are disappointed to learn that the Kravis Center has continued to engage in such extensive unlawful behavior, violating federal labor law, over such an extended period of time. As this conflict dates back over a decade, we therefore request that you please take a stand to compel the Kravis Center to change their course of conduct once and for all.

It is our understanding that, after having lost almost every issue in front of the Regional Director of the National Labor Relations Board (NLRB), the federal administrative law judge, and the federal circuit court, the Kravis Center undertook several initiatives: recognized IATSE as the collective bargaining representative; agreed to engage in collective bargaining; reinstated the department heads it had illegally fired; and commenced utilized IATSE's hiring hall for stage hands at the Kravis Center's Dreyfoos Hall. Nevertheless, we have been advised that matters pertaining to the remedy for past violations have not been resolved, new setbacks have developed, and bargaining for a new agreement has not gone well.

The most recent charges against the Kravis Center, filed on January 17, 2011, include the following: unlawfully declared an impasse to negotiations with IATSE; 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 insisting to impasse the collective bargaining agreement that would have two sets of wages, hours, and terms and conditions of employment—one set applicable to workers referred from the hiring hall, and another set applicable to those workers not referred from the hiring hall; and unlawfully discharged department heads referred from the hiring hall, but not department heads not referred from the hiring hall. By these and other alleged acts, the Kravis Center has engaged in and is continuing to engage in unfair labor practices within the meaning of Section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act.

We believe that it would however be in the interest of the community, as well as the Kravis Center and stage hands' interests, for the Kravis Center to take sincere, constructive steps to reach an agreement with IATSE. Further litigation in front of the NLRB and the federal courts will only exacerbate the gross damages, which we have been told are in the millions, and the hundreds of thousands of dollars being expended by the Kravis Center on attorneys' fees. Those expenditures are not an appropriate use of the assets of a tax-exempt charitable organization, and we urge your leadership in taking the necessary steps to remedy the matter.

Thank you for your consideration. We respectfully request to be kept informed of the overall progress of this matter. If you should have any further questions, please do not hesitate to contact our offices.

Sincerely,



Alcee L. Hastings
Member of Congress



Ted Deutch
Member of Congress