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To: All Mail Users <AllMailUsers@osfashland.org>
Subject: IATSE Election - Next Steps

Dear Colleagues,

As you all know, the NLRB conducted an election on June 10 to determine whether IATSE is authorized to represent the run crew staff and the outcome was indeed to give IATSE that right. However, we believe that creating a sub-unit inside the Production Department, regardless of how friendly the lines may be, is fundamentally wrong for OSF and is an inappropriate bargaining unit. Our standard business practices and the rotating rep require constant collaboration and communication between all of the Production workers. For example, Stage Ops and the Scene Shop load-in shows together, share rigging responsibilities, cooperatively maintain the scenery, and load-out the season together; Lighting staff are as much builders of the season as they are run crew and work with and in the Scene Shop; some of our staff work combined contracts in the Costume Shop and Wardrobe; Wardrobe routinely helps the Costume Shop when they have air in their schedules, etc. Indeed, given that until just before the actual petition was filed with the NLRB, the union campaign was aimed at the whole Production Department and that IATSE represents plenty of shop/build crews throughout the country, there is not even a difference in principles on this point.

It was these factors which were in debate in the NLRB hearing last month. Bill and I have decided to exercise OSF's legal right to request a review of the NLRB Regional Director's decision in favor of the smaller unit. This is a routine function of the National Labor Relations Board, though they, like the Supreme Court, decide which Request for Reviews will be heard. If they accept the Request for Review, we will receive the decision at their discretion, a process estimated to take between 3 - 6 months. Though confusing and nuanced in the details, the legal process has two possible paths which can be summarized as follows:

1. If the NLRB grants the request for review, reviews the case and

overturns the bargaining unit, defining an appropriate bargaining unit as the run crew plus some or all of the rest of the Production Department, then:

- a. The results of the first election become moot.
- b. A new organizing campaign is conducted by IATSE to obtain authorization cards from company members in the newly approved bargaining unit.
 - i. If not enough cards are signed (30% is the threshold to require an election), there would be no election.
 - ii. If enough staff sign authorization cards, a new election is called with the employees of the newly defined bargaining unit on whether or not IATSE should represent them.

OR

2. If the NLRB does not grant the request for review and the currently defined bargaining unit is upheld **OR** the NLRB grants the request for review, reviews the case and upholds the currently defined bargaining unit, then:
 - a. Bargaining is required by law to commence, and can begin immediately.

We will continue to send updates to everyone at OSF as critical junctions are reached. If you have questions about the legal process or questions about the union in general, you can reach out to Pam Wallize, Alys Holden, or me.

Respectfully,

Cynthia

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