

Office and Professional Employees International Union, AFL-CIO, CLC



Michael Goodwin
PRESIDENT

Nancy Wohlforth
SECRETARY-TREASURER

January 20, 2009

Dear Warner Brothers Local 174 member:

As you know, Warner Brothers has issued a statement indicating that many jobs at the Company will be outsourced over the coming months. The Company has informed Local 174 today that many of you will be effected and, in fact, will be contacted by their personnel to tell you of your end date of employment, severance, and enhancement options, if applicable.

Local 174 has filed a grievance over this issue and is proceeding immediately to arbitration. We have also filed unfair labor practice charges with the National Labor Relations Board. The Union is in contact with the Office and Professional Employees International Union President, Michael Goodwin, in New York and is reviewing all legal options outside of the Collective Bargaining Agreement at this time.

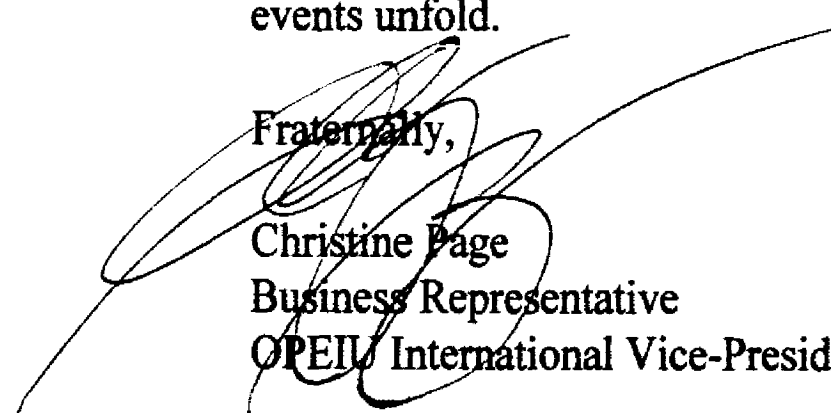
This is to notify you that when the Employer calls you into a meeting, do not sign any document until the Union has an opportunity to review it. It is your right not to sign at the time of the meeting, but rather to review the document. We urge you to contact Local 174 so that we can go over the document with you. We do not want you to inadvertently or unintentionally sign away any of your contractual rights.

Also, if the Employer indicates that you would have had a financially enhanced package, were it not for the Union, that is not a true statement and the Local would appreciate your letting us know should this occur.

It is regretful, that on the very day this nation ushers in a new phase that will hopefully bring long overdue relief to the American worker, Warner Brothers announces the end of the employment for many of you, and to that end, announces the transfer of those job duties to foreign entities which do not support your Motion Picture Industry Pension and Health Plans, this country's tax base, schools, or infrastructure. And, as a final note, given the social and pro-American films Warner Brothers was so famous for under the directive of your founder, Jack Warner, their action is a disgrace.

In closing, please contact Lupe Salazar (818) 842-5572 extension 302, or my extension 301, for information related to this situation. We will keep you informed as events unfold.

Fraternally,


Christine Page
Business Representative
OPEIU International Vice-President **Christine Page**
VICE PRESIDENT

178 South Victory Blvd., Suite 208 ■ Burbank, CA 91502

OFFICE: 818.842.5572 ■ FAX: 818.563.5494