

Office and Professional Employee International Union

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January 30, 2009
Via Fax and Mail (818) 954-4310

Mr. Ted Rubin
Vice-President, Labor Relations
Warner Brothers Theatrical Enterprises, Inc.
4000 Warner Boulevard
Burbank, California 91522

Re: Hostile Work Environment - Safety- Paragraph 20

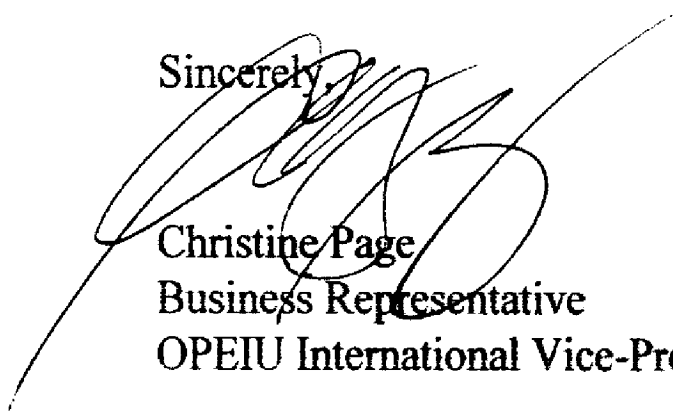
Dear Ted:

Pursuant to Article 1, Article 2, Article 7, paragraph 20, the Union hereby files a Step One grievance in the harassment of Local 174 workers as the Employer works to terminate their employment. Specifically, management and consultants have laughed, exchanged jokes at the expense of the Union workers, and shown incredible disrespect in the workplace during meetings regarding the training requirements the Union members are expected to perform for the very people who have come to take their employment.

While the Union would like to think there are limits to the disrespect Warner Brothers has shown Local 174 members, we continue to be proven wrong. Therefore, we demand that all comments disparaging in nature, harassment, or any gestures of disregard to our work force cease immediately. The contract specifically points out safe work environments. Our workers should not be subject to this behavior.

Please contact the Union within the time limits allowable in the Collective Bargaining Agreement to attempt to amicably resolve this issue.

Sincerely,



Christine Page
Business Representative
OPEIU International Vice-President

CP:cep
afl-cio

cc: Jeff Wohlner, Attorney-at-Law