



Office and Professional Employee International Union

178 So. Victory Blvd., Suite 208 • Burbank, CA 91502 • Tel: (818) 842-5572 • Fax: (818) 563-5494

January 23, 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: Accounts Payable - Seniority

Dear Ted:

Pursuant to Article 1, Article 2, Article 7, paragraph 25 and paragraph 27, the Union hereby files a Step One grievance in the improper layoff of members within Accounting. It appears that the Employer is not recognizing the seniority provisions within the Accounts Payable Department and members of Local 174 are being laid off out of seniority.

Therefore, the Union requests that the Employer follows the Collective Bargaining Agreement in regards to those provisions and therefore, reinstate those who were improperly released from their positions.

Please contact the Union within the time limits allowable.

Sincerely,



Christine Page
Business Representative
OPEIU International Vice-President

CP:cep
Local174

cc: Jeff Wohlner, Attorney-at-Law