



Office and Professional Employee International Union

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January 30, 2009

Via Fax and Mail (818) 954-4310

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

Re: Jurisdiction - Non-Union Temps Displacement of Permanent Workers

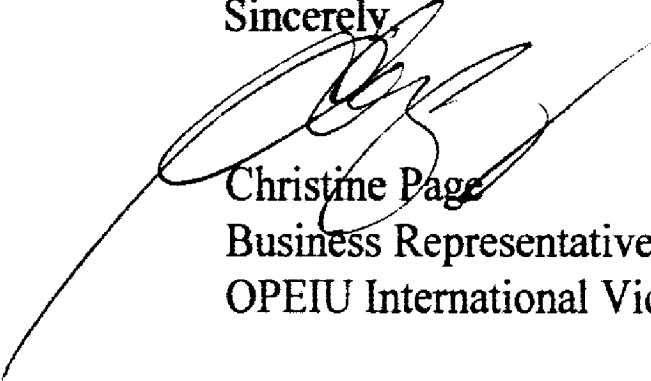
Dear Ted:

Pursuant to Article 1, Article 2, Article 7, paragraph 25 and paragraph 27, the Union files a Step One grievance regarding the retention of temporary workers as Local 174 members are being outsourced. These temporary workers are doing work under the jurisdiction of Local 174 and have displaced our members.

The Union hereby requests that all non-Union temporary workers who are doing any duties whatsoever under the jurisdiction of Local 174 should be immediately terminated from Warner Brothers employment if any bargaining unit members have been displaced or laid off. The action of the Studio continues to be an insult to our Agreement and is unacceptable.

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
Local174/afl-cio

cc: Jeff Wohlner, Attorney-at-Law