

Optomen

All,

We were notified yesterday that the Writers Guild of America filed a petition with the National Labor Relations Board for an election to represent all Producers, Associate Producers, and Post-Producers. This is the first time I've been through something like this, so I have been trying to learn how the process works and what the options are. I want to share the information I've learned so far.

The first step in the process is for the NLRB to determine whether the WGA has submitted proof that enough Producers, Associate Producers, and Post-Producers want to be represented by the WGA. They do that by submitting "authorization cards" from at least 30% of you.

The next step in the process is determining which employees are in the voting unit. We will be discussing that issue over the next few days with the NLRB. If there is no agreement, we will have a hearing before the NLRB to determine who is eligible to vote. Once the voting unit is determined, a date for the election will be set. At this point we can't really tell, but we would expect the election to be within the next 35 to 60 days.

If an election is held, it will be a secret ballot election, and no one will know how you voted. Also, if you signed an authorization card, you can still vote however you want. Signing an authorization card does not require you to vote for the WGA. The most disappointing thing I learned is that the filing of this petition restricts my communication with you. Prior to the election, there are limitations on what I and management can say. As an example, we are not allowed to make any promises about what will happen if the Union loses the election.

The rules are not the same for both sides. The WGA is allowed to make all the promises it can think of. Why the difference? Very simple: If we make promises to you, we have the power to keep those promises. We can give you higher pay or do anything else we promise. On the other hand, when a Union makes promises, it can't keep them. The WGA can't get you more money, improve your benefits, or change any other working conditions unless Optomen agrees. The law recognizes that the WGA can make only empty promises—so it allows those kinds of promises.

But all of us are allowed to educate ourselves about the election process, about unions, and about the WGA. I will do that and will share information with you. I hope you also will take the time to investigate so that you can make an educated decision, based on facts. My goal is to encourage a lot of discussion about the issues related to the election so that all of us know the true choices available to us.

So please ask whatever questions you have. If we have the answer, we'll tell you. If not, we'll find out the answer and get back to you. Thank you for your interest.

Best,
Maria

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