



WRITERS
GUILD
of AMERICA
EAST

Steve Burke
Chief Executive Officer
NBC Universal, Inc.
30 Rockefeller Center
New York, NY 10112

Dear Steve,

It has come to our attention that freelance staff who write and produce nonfiction programming for NBC's Peacock Productions have voted in a National Labor Relations Board (NLRB) election to determine whether or not they wish to be represented by the Writers Guild of America, East (WGAE).

As members of that organization, and as employees of NBC, we have a particular interest in the outcome of this election. However, we don't yet know the results because the ballots have been impounded.

Our understanding is that these ballots have been impounded because NBC has chosen to pursue a legal strategy to nullify the votes of over half of the eligible voters in this election on the grounds that they are supervisors and not entitled to any protections under the National Labor Relations Act (NLRA); a strategy that has already failed at the regional level of the NLRB.

We disagree with the Company's position that these freelancers are supervisory and not entitled to the right to collectively bargain. Their work has so much in common with our own. Their careers and livelihoods depend on many of the same things that ours do – health insurance, fair pay, pensions, residuals – things that the WGA has historically collectively bargained with you for. To seek to deny these freelancers the same rights and privileges that we enjoy is unfair, especially if the majority of them have indicated in an NLRB election that it is their desire to have them.

This effort to get to the bargaining table is one with very real and immediate economic consequences. NBC makes a lot of money off of the shows that these freelancers create, and should collectively bargain with those creators over how they will be compensated for that work.

We therefore call on NBC to drop their legal appeals and count the Peacock Productions votes without any further delays. If the result of the vote is a Yes for the WGAE then we also call on NBC to bargain a fair deal with them – one that all of us can be proud of.