



NOTICE TO WRITERS GUILD OF AMERICA EAST, INC. FEE PAYERS

This notice is provided to all employees working under collective bargaining agreements between the Writers Guild of America, East, Inc. (“WGAE”) and WGAE signatory companies. This notice provides you with information and sets forth procedures concerning implementation of your legal rights regarding “Financial Core Status” (“FCS”) non-membership fee.

FINANCIAL CORE STATUS (“FCS”) NON-MEMBERSHIP FEE OBLIGATIONS

The law permits the WGAE to assess FCS non-member fee up to an amount equal to its regular dues. During this coming fiscal year April 1, 2023 through March 31, 2024, the WGAE has set the FCS non-membership fee at 95.8% less than the regular dues. This reflects the WGAE’s estimate of the dollar amount that will correspond to its nonchargeable expenditures.

Expenses germane to the collective bargaining process are chargeable. These include, but are not limited to, expenses for negotiations, contract administration, grievance adjustment, economic actions, internal union governance and administration, and litigation related to these activities.

Expenses for political purposes, organizing in new or unrelated jurisdictions, general community services and members-only benefits are non-chargeable. In order to reduce the fee they pay to the WGAE, FCS non-members must follow the procedure described below.

PROCEDURE FOR FILING NOTICE OF OBJECTION AND NOTICE OF CHALLENGE

Any person may (1) elect FCS non-member status by filing a “Notice of Objection” or (2) to challenge the FCS fee percentage by filing a “Notice of Challenge.” A Notice of Objection may be filed without filing a Notice of Challenge. A person filing only a Notice of Challenge, however, will automatically be considered to have also filed a Notice of Objection.

A. Notice of Objection and/or Notice of Challenge:

1. The Notice of Objection may be filed separately or along with a Notice of Challenge. The postmark deadline for submitting either document is as follows:
 - (a) For members, on or before October 31st for the upcoming fiscal year.
 - (b) For non-members, during the thirty (30) day period following receipt of the “NOTICE TO WRITERS GUILD OF AMERICA EAST, INC. FEE PAYERS.”
2. A Notice of Objection, when perfected, is irrevocable.

3. To be valid, a Notice of Challenge must be filed annually in writing and postmarked on or before the date set forth above.
4. The Notice of Objection or Challenge must include the following:
 - (a) Objector/Challenger name
 - (b) Objector/Challenger address
 - (c) Objector/Challenger telephone number
 - (d) Objector/Challenger social security number

B. Address for filing objections and challenges: The Notice of Objection or Challenge shall be filed with the person designated at the address set forth below. While not required, it is recommended that all challenges and objections be sent by certified mail, return receipt requested.

Kelly O'Brien, Membership Administrator
Writers Guild of America East, Inc.
250 Hudson Street, Suite 700
New York, NY 10013

C. Arbitration Procedure for Notice of Challenges: Challenger may challenge the amount of the FCS adjustment through arbitration by an impartial arbitrator. Challengers will receive complete information concerning the arbitration procedure upon receipt of a timely and properly written challenge. All challenges filed within the prescribed time period will be consolidated into a single proceeding and conducted in accordance with the American Arbitration Association's (AAA) Rules for Impartial Determination of Union Fees. The AAA will select an arbitrator, whose fees will be paid by the WGAE.

D. Post-Arbitration Procedures: The final recalculated FCS non-member fee rate (percentage) will apply to challengers as of March 31, 2023, and appropriate adjustments will be made in accordance with the arbitration decision. No FCS non-member fee challenges will be accepted after the challenge period specified above for the period established by the notice.

PROCEDURE WHEN AN OBJECTOR AND/OR CHALLENGER FAILS TO RECEIVE A REDUCTION

Should the fee payments of any objector and/or challenger not be reduced by the WGAE in the amount set forth in this notice, the objector and/or challenger must write to the WGAE within thirty (30) days after he or she receives the fee notice to explain the situation. The WGAE will then take immediate action to remedy the situation as warranted by the facts.

FCS FEE PAYERS' REPRESENTATION RIGHTS

As long as the FCS non-member fee payer continues to pay their financial obligations to the WGAE, they shall have the right to continue employment and to be represented by the WGAE under applicable collective bargaining agreements in the same manner as a WGAE member. However, an FCS fee payer is not entitled to membership rights in the WGAE, such as the right to:

1. Compete for and receive Writers Guild Awards
2. Attend membership meetings or any other WGAE events for professional writers
3. Vote on changes in the credits system
4. Run for WGAE office
5. Vote in WGAE elections
6. Participate in the formation of WGAE bargaining proposals
7. Vote to ratify or not to ratify WGA collective bargaining agreements
8. Access the members-only section of the WGAE website
9. Use the Guild script registration service at the member's rate
10. Serve on WGAE committees
11. Exercise or enjoy any other rights or privileges of WGAE membership unrelated to the negotiation and administration of collective bargaining agreements

This notice is not applicable to performers who are not required to pay union fees under a collective bargaining agreement in "right-to-work states."

All questions concerning this notice and requests for copies of the WGAE Financial Core Status Policy Statement must be in writing and addressed or delivered to the WGAE at the address set forth above.

The WGAE reserves the right to change the policy set forth above.