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August 6, 2014

Mr. Dayan,

It was decided at our recent board meeting that Quixote and Movie Movers will not preemptively elect Local 399 to be a collective bargaining agent for our employees. That decision belongs to our employees. We have no indication from our employees that they desire union representation, or that they are disgruntled with work conditions, compensation, or benefits offered by Quixote. Employees routinely praise our culture; turnover is minuscule. When labor issues arise, our management team addresses them immediately and fairly.

We maintain that Quixote is now and has always been a friend to 399. The vast majority of our rolling stock is operated by 399 members. We recognize 399's valuable role in the transportation sector of our industry. We see no benevolent or mutually beneficial motivation behind your union's decision to organize our warehouse workers.

We are more than willing to continue the current symbiotic relationship between Quixote/Movie Movers and Local 399. However, if you choose to undermine that long-standing relationship, understand that we will utilize every resource at our disposal to protect the company that we and our employees value and depend on. We will make it clear to all stakeholders that this is a labor dispute manufactured by a well-healed union against a locally-grown, locally-based company, at a time when our industry needs all stakeholders united to contain costs and bring business back. We will remind our clients -- the producers, production companies and studios that rely on our services -- that cost increases ultimately get passed on to them.

We close by stating the obvious. If at a future date our warehouse employees decide that union representation is in their best interest, we will at that time willingly negotiate with your organization.

Sincerely,

Mikel Elliott, CEO

cc: Jordan Kitaen, President
Adam Roodman, Vice President
Richard Kopenhefer, Esq.
Gregg Fisch, Esq.

QUIXOTE