



ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS
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Member training grants approved for 2012-2013

For the 2012-2013 grant year, the Contract Services Administration Training Trust Fund (CSATTF) has approved reimbursement grants for qualified members of the Animation Guild to take classes at four of the best schools for animation and CG training.

The grants will reimburse for two-thirds of the cost of classes taken at the following schools:

- ❖ Animation Mentor
- ❖ fxphd
- ❖ Los Angeles Valley College IDEAS Workshop
- ❖ Studio Arts

The grants are for classes that begin between February 1, 2012 and January 31, 2013.

To qualify, you must have worked at least thirty days under the Guild's jurisdiction in the two years previous to the date the class begins. You must apply for and be accepted for the grant before the class begins, and no more than ninety days in advance. (In other words, if you are approved and subsequently postpone taking the class, you will have to re-apply.) You will have to submit paystubs and/or a letter from your current or past union employers to CSATTF to prove your ninety days' employment. This is a reimbursement grant, so you will have to pay the class fee in full in advance. Upon completing the class after grant approval, you will apply to the CSATTF to receive two-thirds reimbursement.

(see *TRAINING GRANTS*, page 2)

TRAINING GRANTS

(continued from front page)

Among the schools offering courses eligible for the CSATTF grants:

Animation Mentor's online character animation classes have been designed by industry professionals. Their program is a "real world" curriculum that is deep-rooted in what industry recruiters and studios are looking for in animation talent. This is an online program, providing the freedom to attend class and perform homework assignments at your convenience. The curriculum consists of six sequential classes, each offering 118 hours of instruction. *School contacts: (877) 326-4628 [curriculum and registration]; Amiko Foster, (510) 450-7232 [administration]*



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The Peg-Board is printed on recycled paper.

fxphd is an online vfx, production and post-production training program led by professionals. They offer both application and craft-based courses, online forums for feedback, and vpn software. Students have access to the high quality footage from fxphd shoots as well as other effects material, such as traditional 2D animation and advanced multi-pass 3D render.

Students can download a wide variety of software over the fxphd VPN. They can obtain licensing to run full versions of software packages such as Nuke, Maya, Smoke on Mac (with no 30-day trial limitation), Mocha, and more. These copies are for non-commercial use and can be used for educational purposes and to build shots for their demo reel. *For further information, go to the fxphd website at fxphd.com.*

The Institute for Developing Entertainment Arts and Studios (IDEAS) offers classes on the campus of Los Angeles Valley College, 5800 Fulton Ave. in Valley Village. The IDEAS Workshop serves those already in the entertainment industry, from the entry-level worker to the seasoned professional in addition to students, by providing the required information resources, training, and technical assistance. *School contacts: Dan Watanabe or Casey Bernay, (818) 947-2453.*

Studio Arts is the premier learning center for professional-level CG skills training for motion pictures and television. They offer classes in everything from Maya, Nuke, Rhino and ZBrush to Photoshop, After Effects and Illustrator, as well as other programs and disciplines. Their classes are offered at 570 West Avenue 26 in Los Angeles. *School contact: Eric Huelsman, (323) 227-8776.*

All questions regarding CSATTF grants should be directed to Kimberly Kemp at skillstraining@csatf.org or (818) 847-0040 ext. 1260. For details on classes, contact the schools directly; for any other questions contact Jeff Massie (jeffm@animationguild.org) or Steve Kaplan (skaplan@animationguild.org) at the Animation Guild, (818) 845-7500.





From the Business Representative

No more lunch hours

Yeah!

A Republican State Representative in New Hampshire has found a way to create a new front in the war on workers, proposing a bill that would repeal the state's law requiring that workers get a 30-minute lunch break after five hours of labor.

State Rep. J.R. Hoell (R), a supporter of libertarian-leaning Rep. Ron Paul (R-TX) for president, told a New Hampshire General Court committee this week that he believes the law is unnecessary because it is in employers' interest to treat workers well, according to The Concord Monitor.

His argument was seconded by state Rep. Kyle Jones (R), a 20-year-old Ron Paul backer who earned a seat in the New Hampshire General Court during the last election as part of a mother-son candidate slate. Jones said that his days working as a shift supervisor at Burger King taught him that employers will always treat employees well because human resources departments require it ...

— *The Raw Story*

Come on now, I think we can do better than that.

Let's abolish workplace safety laws, since it's in an employer's interest to keep workers safe.

Let's abolish food safety laws because, gee whiz, it's in the food producers' interests to, you know, not have icky food.

In fact, now that I think of it, bank laws are stupid. Because it's in a bank's interest to stay solvent. And if one overreaches and goes bankrupt, it will have to suffer the free-market consequences. Unless, of course, the Federal government gives them billions as a reward for their stupidity. (That couldn't happen, could it?)

But now allow me a counter-argument, from personal experience.

Back in the prosperous ‘nineties, I got into an argument with a Disney exec who took exception to my complaints about employees having a unpaid “working lunch” from twelve to one. When I pointed out that if Feature Animation was making the merry workers attend a meeting, then it wasn’t really “lunch.”

Her response was: “But we’re supplying food!”

(A second exec finally conceded my point that it wasn’t really a “lunch break.”)

So, when I run across an Ayn Rand disciple who maintains that things will be much better if we just got rid of all the rules and regulations and let our fine conglomerates (and everyone else) pursue their enlightened self-interest, my answer is always monotonously the same:

Uh ... no.

— Steve Hulett

.....
Save your pay stubs!
.....

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The Musicians Interguild Credit Union

<http://www.musicianscu.org>

services available to TAG members
817 N. Vine Street, Hollywood 90038
(323) 462-6447 or (323) 462-6471
11440 Ventura Blvd, Suite 101
Studio City 91604
(818) 763-7005

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history....if only these desks
could talk.*

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One more thing....**cash**
only please! Call Deb at
310-317-8668*



From the President

Tools of the trade

In our line of work there are some tools we rarely see anymore.

Blackwing pencils, paper, pens, brushes, paint, mechanical pencils with heliotrope or non-photo blue lead, Panasonic pencil sharpeners, peg hole reinforcements, Scotch tape, pink, kneaded or gum erasers, X-acto knives, single edge razor blades, white out, ellipse guides, field guides, proportion wheels, metal edged rulers, stop watches, Lucigraphs and Moviolas, just to name a few. And today many of those tools are unknown to a lot of people in the business.

But there's one tool that's still around that's essential for getting the work done:

You.

The only tool with a brain and the ability to create a tangible product that's loved and imitated all over the world, year after year, decade after decade, century after century.

You are the tool that thinks, the tool that can tell a story, the tool that can act, the tool that creates great stuff that makes us laugh, that makes us cry, that makes us care.

Tools like that are what anyone who wants to build a great product should have.

Solid and dependable, they get the job done with great results.

Keep it up.

— *Bob Foster*



HELP TAKE CARE OF OUR OWN!

Donate **TODAY** to the Motion
Picture and Television Fund!

www.mptvfund.org/ia or

(818) 876-1977

GALLERY839

animationguld.org/gallery-839/

Artist Reception

6pm-9pm Friday **March 2**

Featuring: **THREE ARTISTS**

Charles Pickens Alexandra Kube Carlos Nieto III

Susan Sheller & Michael Ann
will be providing an acoustic performance Friday evening.



One of the amazing features of this exhibit is **Charles Pickens'** magnificent prototype Chess Set. You will also see original paintings and limited edition prints of his fine art. As a production artist and a 22 year member of Local 839, he has produced multiple works of art for major studios throughout Los Angeles, while still managing to create his own unique art.



Pulling together her experience in animation, illustration and graphic design, **Alexandra Kube** has been painting and "touring" the West, promoting her artwork. She's excited to be showing at Gallery 839 once again. Exhibiting her new work for the first time. Veering from the desert landscapes she's been known for, her paintings have taken a creative turn. Inspired and influenced by American artist, Edward Hopper. Come see what's new.



Carlos Nieto III's artistic talent led him to a job on "The Simpsons" and "King of the Hill" as a layout artist. He has worked as a visual consultant for Disney and Universal, creating sketches and final art for set designs. He conducts drawing workshops across the country. Currently working with families at Children's Hospital L.A. as an artist in residence, providing them with an artistic escape from the anxiety of being in a hospital. He is presently working on 3 graphic novels.

Regular Gallery hours : Subsequent Fridays 11am - 2pm
1105 N. Hollywood Way, Burbank, CA 91505 (818) 845-7500

Respect for marriage

On February 7, the Animation Guild's Executive Board voted in favor of the following:

The Animation Guild, Local 839 IATSE endorses the Respect for Marriage Act and urges Congress to repeal the Defense of Marriage Act ("DoMA"), because DoMA adversely impacts our gay and lesbian members' health and pension benefits.

The Animation Guild doesn't endorse a lot of candidates or legislation. But in this case, the Executive Board was reacting to a specific problem.

DoMA, passed by Congress in 1996, defines marriage as a union between one man and one woman, and specifies that no state may be required to recognize as a marriage a same-sex relationship considered a marriage in another state.

Our health and pension plan recognizes same-sex partnerships, but not same-sex marriages. As a result of DoMA, legally married same-sex couples must register as domestic partnerships and submit proof of six months' cohabitation in order to acquire health and pension benefits for both partners.

This longer waiting period creates an unjust double standard in the recognition of legal marriages by national benefit plans. The law as it stands doesn't negatively impact heterosexual married couples, but does damage to same-sex couples; they have to jump through more bureaucratic hoops and wait longer for health coverage than heteros.



The Executive Board's action puts the Guild in line with a broad coalition of labor unions and other progressive organizations that oppose DoMA and favor the rights of legally married gays and lesbians.

Save a tree – read the *Peg-Board* online

In an effort to reduce the Guild’s “carbon footprint” and cut the expense of printing and mailing the *Peg-Board*, you can register to be notified by e-mail when the monthly newsletter is available to be read online.

When you sign up, in place of sending you the newsletter by U. S. mail, you will receive an e-mail letting you know when the latest issue is available to be read online or printed out. The *Peg-Board* is published online a week before it is printed and mailed, so you’ll get the Guild news earlier than those who receive it by mail.

Members who don’t respond will continue to receive the *Peg-Board* by U.S. Mail. Active and withdrawn members will continue to receive it free of charge by U. S. Mail; the charge for postage-mailed subscriptions for suspended members and non-members is \$10.00 per year (\$15.00 foreign in U. S. funds).

If you’re a Guild member (active or inactive) who isn’t on the [tag839] mailing list, send an e-mail to jeffm@animationguild.org with “Put me on the list” in the header.



Pay your dues online - without fees!

Use our system at animationguild.org/payments

The Animation Guild offers members a way to pay their dues and fees without having to write checks or pay postage or processing fees. Just go online to animationguild.org/payments and click on the button to connect to our online payment system.

To use the system you must have a checking or savings account with any bank or credit union. You can make single payments to post by the next business day or for up to ninety days in advance. You will continue to receive bills by U.S. Mail as you have in the past, and you can continue to send in checks or money orders by U.S. Mail; you can also pay by cash or check in person during our office hours (Monday-Friday 8:30 am-5 pm).

Contact Lyn Mantta at lyn@animationguild.org or (818) 845-7500 ext. 105 if you have any questions.



Events calendar

Contact Jeff Massie at jeffm@animationguild.org if you have listings for the Events Calendar.

❖ Every Monday (except for legal holidays), 1 pm-2:30 pm

ACTORS FUND WORK PROGRAM – ORIENTATION

The Actors Fund, 5757 Wilshire Boulevard Suite 400, Los Angeles

An introduction to all Actors Fund Work Program (AFWP) services, including group and individual career counseling, job training and education, financial assistance, and job placement services. This event is free and is open to all entertainment professionals. No reservation or preregistration required.

For details, go to actorsfund.org/services-and-programs or contact Caitlin Moon at (323) 933-9244 ext. 50 or cmoon@actorsfund.org.

❖ Monday, March 5, 10:30 am-12:30 pm:

TAX TIPS FOR THE TRADE

The Actors Fund, 5757 Wilshire Boulevard Suite 400, Los Angeles

Get organized with a free breakdown of your expenses. Learn how to avoid audits, decide on itemizing, report 1099 income and figure out what you REALLY can deduct. Learn how to keep the bogeyman at bay if you need to file past year taxes. Get the real deal on common industry myths. Speaker: David K Rogers, co-founder and President of ActorsTaxPrep.

For details or to register, go to actorsfund.org/services-and-programs or contact Tracey Downs at (323) 933-9244 or tdowns@actorsfund.org.

(see *EVENTS CALENDAR*, page 12)

Upcoming contract holidays:

*Good Friday (April 6)**

Memorial Day (May 28)

Independence Day (July 4)

*All studios except DreamWorks and Nickelodeon

EVENTS CALENDAR

(continued from page 11)

❖ Monday, March 12, 10:30 am-12:30 pm:

MANAGING CASH FLOW FOR ARTISTS ON A FIXED INCOME

The Actors Fund, 5757 Wilshire Boulevard Suite 400, Los Angeles

This workshop will focus on understanding the nuts and bolts of budgeting. Come in and get to know “your numbers”. Get support around “opening your mail” and explore the barriers to living within your means. Begin to understand your cycle of debt and spending triggers. Speakers: The Actors Fund Tracey Downs, MSW and Joey Shanley, MSW.

For details or to register, go to actorsfund.org/services-and-programs or contact Tracey Downs at (323) 933-9244 or tdowns@actorsfund.org.

❖ Monday, March 19, 10:30 am-12:30 pm:

CALL OFF THE STRUGGLE

The Actors Fund, 5757 Wilshire Boulevard Suite 400, Los Angeles

You can pursue your passion without drowning in constant financial stress. This seminar will show you how. This fun and interactive workshop is designed to give you financial tools to implement right away. Learn strategies to get organized, create a plan, eliminate debt and increase cash flow. She is back by popular demand: Miata Edoga, founder of Abundance Bound, Inc.

For details or to register, go to actorsfund.org/services-and-programs or contact Tracey Downs at (323) 933-9244 or tdowns@actorsfund.org.

❖ Tuesday, March 27: pizza and refreshments, 6:30 pm; meeting, 7 pm

ANIMATION GUILD GENERAL MEMBERSHIP MEETING

1105 N. Hollywood Way, Burbank

In preparation for the upcoming contract negotiations, the active membership will review the CBA and seek suggestions for improvements and negotiation strategies. A negotiation committee of active members will be chosen.

Delegates to the upcoming IATSE District Two Convention will be chosen. Executive Board member Karen Carnegie Johnson will conduct a panel discussion featuring television development executives.



From the Organizer

I am VFX Soldier

On February 7, the Visual Effects Society gathered the industry's elite and infamous to present their awards for achievement and recognition. As I was sitting by Twitter eagerly awaiting news of results, this caught my attention:

@neonmarg

Good day for a reminder that we all need to be @VFXSoldiers, fighting to improve conditions for #vfx artists

Most of my recent conversations regarding unionization of visual effects end up in a discussion of why organizing is important. Usually, this begins by discussions of the Hot-Button topic of the day (health and pension plans, job protection, globalization, etc) but always end up in a dialog about the purpose of collective action and why standing together and organizing should be important to all artists.

At the core of the work relationship between artist and employer, is a symbiotic relationship based on need. Shop owners *need* artists for their experience, skill and talent. Artists *need* shop owners for their ability to supply employment by successfully bidding on (or creating) work.

This basic relationship is mutually beneficial and co-dependent. As long as the shop owner has work, the artists will keep working ... and as long as the artists keep applying their skill, the shop owner will be recognized as successful and continue to get work.

Union contracts like ours use the collective leverage that comes from the above-mentioned core relationship to establish boundaries against owners seeking profit at the expense of artists. Our contracts set



(see *FROM THE ORGANIZER*, page 14)

FROM THE ORGANIZER

(continued from page 13)

standards and conditions that artists have input in drafting. Effectively this resets the artist/owner relationship back to that core where both sides stand on equal footing with regards to the items stipulated in the contract.

Artists not only have to talk about this, artists have to stand up and demand this. There are precious few shop owners I know that are willing to open their hearts to unionization. Organization has to come from within and eventually be demanded by artists.

Artists need to learn what the union is, what it can do, and why collectively they are a dominant force in the industry. While we are able to talk to that, the message spreads more effectively and is better understood when it comes from within the community. None has done a finer job of this than the anonymous artist known as VFX Soldier.

For his efforts in maintaining and contributing to his blog (vfxsoldier.wordpress.com), and discussions across the Internet, his identity is constantly sought out. As Jeff Heusser's tweet tries to tell us, the identity of VFX Soldier isn't important, his message is. Jeff also understands that in order for the industry to stop using artists as a means to speed up the race to the bottom, we all have to identify with VFX Soldier and stand for the same cause.

I've been questioned countless times by artists, friends and shop owners asking if I am VFX Soldier. While I can not say I am the blog author, I hope you start to say with me: "We are all VFX Soldier. I Am VFX Soldier."

PS if you are interested in the pin pictured on page 13, email me at skaplan@animationguild.org and I will try to find one for you.

— Steve Kaplan

In memoriam

Storyboard artist **JUDIE MARTIN** died on January 28. From 1986 until 2000 she worked for DIC, Marvel, Filmation, Graz Entertainment, Universal, Disney, and Warner Bros.

The Animation Guild, ASIFA Hollywood and
Women In Animation present

AN AFTERNOON OF REMEMBRANCE

a non-denominational celebration of departed friends
from our animation community:

Pat Agnasin ✿ Karen Agua ✿ Arland Barron ✿ Jordan Belson
Robert Breer ✿ Vincent Cafarelli ✿ Don Christiansen
Cornelius "Corny" Cole ✿ Del Connell
Sherrie Cuzzort ✿ Ray Deter ✿ Ann Dvorak ✿ Ricky Garduno
Norm Gottfredson ✿ Mark Hall ✿ Edith Hoffman ✿ Steve Jobs
Bill Justice ✿ Earl Kress ✿ Dorse Lanpher ✿ Dolores LeMoyne Mills
Claire Mantalis ✿ Judie Martin ✿ Dwayne McDuffie ✿ Dan Mills
Candy Monteiro ✿ Jean-Maxime Perramon ✿ Patricia Pleman
Barney Posner ✿ Rick Quiroz ✿ Hal Silvermintz ✿ Paul Sommer
Kevyn Wallace ✿ Wayne Welty ✿ Star Wirth

Saturday, March 3, 2012

Food and refreshments, noon ✿ Memoriams, 1 pm
Hollywood Heritage Museum (Lasky-DeMille Barn)
2100 N. Highland (across from Hollywood Bowl),
Hollywood

The Afternoon is free of charge and is open to all;
no RSVPs necessary.

If you know of anyone in the animation business who passed away between
February 2011 and January 2012 and is not on our list, please contact Jeff Massie
at (818) 845-7500 or jeffm@animationguild.org.

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