



ANIMATION
GUILD AND
AFFILIATED
OPTICAL
ELECTRONIC AND
GRAPHIC ARTS,
LOCAL 839
I.A.T.S.E.

Los Angeles, California, September 2013

Vol. 42, N^o. 9

GUILD OFFICER NOMINATIONS ON SEPTEMBER 24

Election for new term this fall

At the membership meeting on September 24, nominations will be taken for the following offices of the Animation Guild: **PRESIDENT, BUSINESS REPRESENTATIVE, VICE-PRESIDENT, RECORDING SECRETARY, SERGEANT-AT-ARMS** and eleven **EXECUTIVE BOARD** members. Active members in good standing will have the opportunity to vote by secret mail ballot for their choices. Elected officers will serve a three-year term, expiring in 2016.

In the August *Peg-Board*, we described the duties and functions of the various Guild officer positions. Here is a timetable of the nomination and election process:

The nominations

TUESDAY, SEPTEMBER 24, 7 pm: Nominations for the above positions will be taken at the General Membership meeting at the Animation Guild headquarters, 1105 N. Hollywood Way in Burbank.

You must meet the following criteria to be eligible for nomination:

(see *OFFICER ELECTIONS*, page 6)

GRAHAM MORRIS AT GALLERY 839

opens October 4
see page 8

INTHIS ISSUE:

Officer nominations on September 24 1
From the Business Representative:
 Macro wages, micro wages, by Steve Hulett 3
Graham Morris show opens October 4 at Gallery 839 8
From the President: From the box in the closet at
 the old school house, by Bob Foster 11
In memoriam: Martha Buckley, Reed Cardwell, Terri Eddings,
 Marcella Hahn, Bob Kirk, Charlene Miller, Eleanore Pickett,
 Eva Schneider and Hetta Van Elk 12
General membership meeting, September 24 15

ARTISTS IN THIS ISSUE:

KENNY THOMPKINS, page 1 * **ROGERIO NOGUEIRA**, page 3
GRAHAM MORRIS, page 8 * **ED WEXLER**, page 11
JOHN SPAREY, page 14 * **ANONYMOUS**, page 15

THE PEG-BOARD is published monthly by The Animation Guild and Affiliated
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Steve Hulett

VICE-PRESIDENT
Nathan Loofbourrow

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SECRETARY**
Jeff Massie

SERGEANT-AT-ARMS
Jan Browning

PEG-BOARD EDITOR
Jeff Massie

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Bronwen Barry v John Cataldi v Nicole Dubuc v Janette Hulett
Karen Carnegie Johnson v Cathy Jones v Gordon Kent v Mike Roth
Chris Simmons v Eugene Son v Jack Thomas

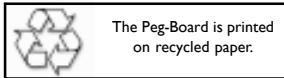
TRUSTEES

Bronwen Barry v Nicole Dubuc v Karen Carnegie Johnson

SHOP STEWARDS

Frank Guthrie (Nickelodeon) v Jason MacLeod (Disney)
Larry Smith (Film Roman)

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5 pm and pick up current or recent back copies of *The Peg-Board*, free of charge.





From the Business Representative *Macro wages, micro wages*

People complain to me on a regular basis that they're working for the same money or less than they were five ... ten ... fifteen years ago. Turns out there is a lot of that going around (who would have guessed?) From *SFGate*, August 27:

You're going to have to be patient. Very patient.

The wage "stagnation" workers are experiencing even as the economy and job numbers continue to improve is going to last considerably longer than expected, according to economists at the Federal Reserve Bank of San Francisco.

That wage increases come to a complete halt during recessions and don't recover immediately after is not unusual. But this time, the freeze and the decline in the real value of wages is "more pronounced than the pattern observed in past recessions. The economy has been recovering for four years and unemployment has declined considerably, but wage growth has continued to slow.

"The trend will probably continue ... long after the unemployment rate has returned to more normal levels," the economists write in a July paper.

The economists, basing their findings on Bureau of Labor Statistics data, said they do expect wage growth to "accelerate" sometime in the future, but don't say when. Right now, "the spike in workers who are experiencing no wage changes has reached record levels."...

The Los Angeles animation industry has been sort of an outlier in the roller-coaster pattern of weekly salaries.

In the 1980s, artists got pretty close to minimum scale at lots of

(see FROM THE BUSINESS REP, page 4)

FROM THE BUSINESS REP

(continued from page 3)

animation houses. Disney Feature paid veterans a bit more than newbies, but wages were anything but extravagant.

In the 1990s, salaries took off as both television and theatrical animation expanded at the same time and demand way outstripped supply. By the early 21st century the boom and feeding frenzy were over (particularly for traditional artists) and the big bucks were being made by CG artists with production backgrounds. (Adam Smith lives!)

But now it's the second decade of the new millennium, and even CG tech directors and animators are getting hit in the pocketbook. Pay is (once more) bumping against minimums, and nobody is gloating about big money. The days of making twice the Animation Guild's minimum rates are long over.

And our brothers and sisters in the VFX arena?

... Visual effects is the one key piece of filmed-entertainment production that operates under the Randian free-for-all that those economic sages prescribe for America's greater prosperity. Until around 10 years ago, vfx artists and their skills were relatively scarce, so their jobs tended to be permanent and lucrative.

When IATSE tried to organize Sony Imageworks in the boom years, almost none of the company's employees voted to unionize. That mindset held across the industry — and proved short-sighted. The major studios never had to become guild signatories for visual effects artists as they are for actors, directors and other specialties. They remained free to use f/x made anywhere, under any working conditions. And so they do.

As a result, downwardly mobile SoCal vfx artists — the canary in the coal mine for the rest of L.A.'s production pros — are learning to their terror just how much they have in common with laid-off machinists in Milwaukee.

— Variety

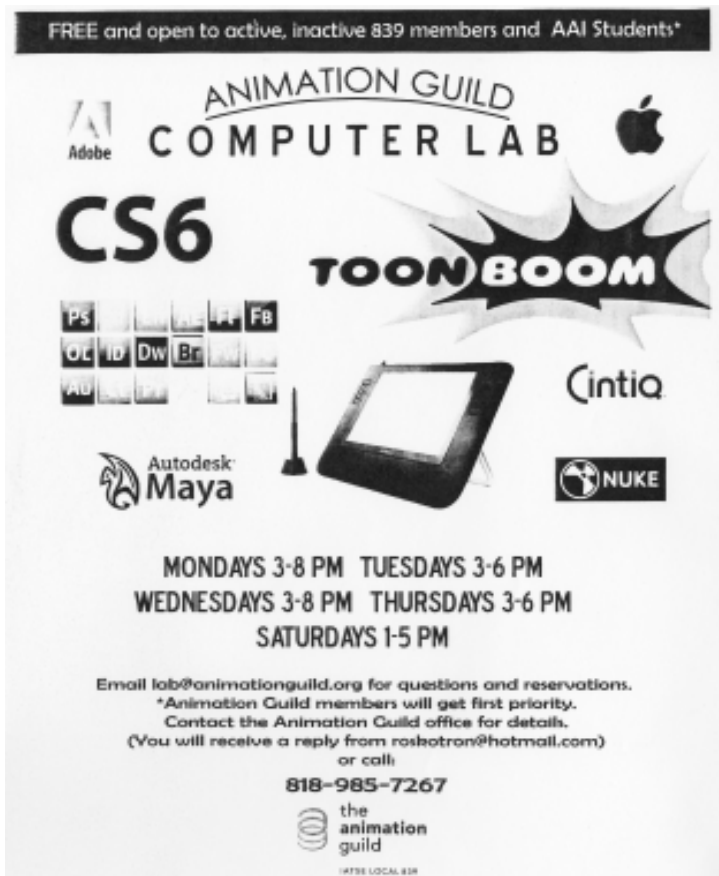
We noticed this “lower pay” trend in cartoonland start in the late 1990s, but it’s gone on to 2013. Animation is lucky compared to live-action and visual effects in Los Angeles. We’ve seen erosion of paychecks, but there is still a sizable workforce and lots of TV and theatrical work.

For grips, electricians, camera operators and everyone else on the live-action side, the high-end television shows and big-budget theatrical motion pictures are being made far away from L.A. County. The work that’s remained has been (relatively) low paying.

Not good, but the way it is.

— Steve Hulett

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or call:
818-985-7267

 the
animation
guild

1475E LOCAL 818

OFFICER ELECTIONS

(continued from front page)

1. You must be an active member of the Animation Guild as of September 24, 2013, paid up through the third quarter 2013. (You will have to pay your fourth quarter 2010 dues by November 8, 2013 to be eligible to serve or to vote.)
2. You must have joined the Animation Guild on or before September 24, 2011.
3. You must not have been suspended from membership at any point since September 24, 2011.
4. You must not have been on honorable withdrawal at any point since September 24, 2012.

To determine if you are eligible, check to see if there is an E next to your name on the mailing label of this *Peg-Board*. If you have questions about your eligibility, contact Jeff Massie at the Guild, (818) 845-7500 ext. 110 or jeffm@animationguild.org. *To avoid embarrassment and delays, please clear up any questions of eligibility status before the meeting begins!*

Candidates may only be nominated for one position. To be nominated, candidates must be present at the meeting, *or* if they cannot be present, they must have indicated in writing to the Recording Secretary their intent to accept nomination. Many candidates submit intent letters in advance as insurance in case something comes up and they cannot attend; but you do not have to submit an intent letter to be nominated if you are present at the meeting. Send your intent letter to arrive by 5 pm on September 24, to:

Jeffrey Massie, Recording Secretary
Animation Guild, Local 839 IATSE
1105 N. Hollywood Way
Burbank, CA 91505
email jeffm@animationguild.org

IMPORTANT: intent letters cannot be retroactive; they must be received by the Recording Secretary by the call to order of the September 24 meeting. No exceptions!

Regardless of whether a candidate is present, he or she must be nominated and seconded by active members in good standing present at the meeting. (Candidates present at the meeting may nominate or second themselves, but not both.)

Nominations cannot be withdrawn after the adjournment of the September 24 nomination meeting. You may announce that you are withdrawing your candidacy, but your name will still appear on the ballot; your votes cannot be transferred to any other candidate.

The campaign

WEDNESDAY, OCTOBER 2, 5 pm: This is the deadline for nominees to submit one-hundred-word statements to be published in a special election edition of *The Peg-Board*. The word limit will be *strictly enforced!* Nominees for contested positions who do not submit statements by the deadline will be listed in *The Peg-Board* with a notation “No statement submitted”. (The special *Peg-Board* will be published only if there is a contested election.)

Candidates may submit their *Peg-Board* statements before or after the nomination meeting. Depending on the number of candidates and the positions being contested, the membership may vote to ask candidates for some positions to submit longer statements. Hopefully we will be mailing the special *Peg-Board* within a few days of the ballot mailing.

MONDAY, OCTOBER 7: The American Arbitration Association (AAA), which is the judge of the election, will mail the ballots. Although ballots will be mailed to all active members, only those members whose fourth quarter 2013 dues have been received at the Guild office by 5 pm on November 8 will have their ballots counted. Once you have received your ballot, you may vote even if you are not yet in good standing, so long as your full balance is received at the Guild by 5 pm on November 8. Active members who take withdrawals or suspensions before November 8 will not have their ballots counted.

The AAA is responsible for printing and mailing the ballots and certifying the election results. The ballots will list all nominees,

(see FROM THE BUSINESS REP, page 9)

The painting is a vibrant, surreal landscape. In the foreground, a bicycle wheel with a blue tire and a white rim is partially buried in a field of tall green grass. A black bird, possibly a crow or raven, is perched on the spokes of the wheel. The field is filled with a variety of flowers, including white irises with yellow centers, pink blossoms, and small white flowers. In the background, a wooden stump is visible, and the sky is a clear, light blue. The overall style is detailed and colorful, characteristic of Neo-Surrealism.

The New Neo-Surreal Paintings
and Drawings

Graham Morris

Opens October 4 : 6 to 9 pm
Wine, Beer, and Cheese

Open Wednesdays 11 am to 2 pm
Fridays 11 am to 5 pm
Ends October 25

Gallery 839, 1105 N. Hollywood Way, Burbank

OFFICER ELECTIONS

(continued from page 7)

with instructions to vote for no more than one nominee for each contested officer position, and no more than sixteen nominees for the Executive Board if contested. Write-in votes will not be allowed, and any write-in attempt will invalidate that portion of the ballot.

The ballots will be mailed from the American Arbitration Association. The mailing will contain return envelopes; ballots must be returned to the AAA in those envelopes and not to the Guild office.

The mailing will contain the ballot and two envelopes — a ballot envelope, and a return envelope with the voter's name and address on the back. Before the ballots are counted, the ballot envelopes will be separated from the return envelopes and shuffled, to ensure a secret ballot count. *The label on the return envelope is part of the validation process; any attempt to remove or deface the name and address will invalidate the entire ballot.*

Labor Dept. regulations require the Guild to give nominees the right to inspect (*but not to copy*) a list of the names and addresses of all members employed at Guild shops. This list can be inspected at the Guild office during office hours.

During the election period, nominees have the right to do a mailing *at their own expense* to the active membership. Nominees may apply to use the Guild's mailing list, and the Guild office will handle the labeling and the delivery of the mailing pieces to the Post Office. In addition to printing costs, we approximate the cost of postage to the entire active membership at \$1,250.00, plus \$100.00 for the labeling and mailing. Nominees may pool their resources to share the expense of a mailing.

Other than the special issue of *The Peg-Board* and the right to do mailings, the Guild will not offer other means of communication to any candidate. For example, the Guild's website, blog and e-mail list may not be used for any form of electioneering.

Questions about the election procedures, and requests for duplicate ballots, should be addressed to the Election Judge:

(see OFFICER ELECTIONS. page 10)

OFFICER ELECTIONS

(continued from page 9)

Robi Rivera
American Arbitration Association
725 S. Figueroa St., Suite 2400
Los Angeles, CA 90017-5424
Phone: (213) 362-1900
Fax: (213) 623-9134

The results

SATURDAY, NOVEMBER 9, 10 am : Ballots will be counted at the offices of the American Arbitration Association. Nominees have the right to observe the election themselves, or to appoint no more than one observer who must be an active member. No other observers will be allowed. Observers must make advance arrangements with the Election Judge.

Sometime on the afternoon of the 10th, the results will be posted on the TAG Blog at animationguildblog.blogspot.com and on the [tag839] e-mail list. The results will be reported at the November 26 membership meeting and in the November *Peg-Board*. The elected officers will be sworn in on December 3.

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From the President ***From the box in the closet at the old school house***

If you're over forty and you've ever taken one of those classes designed to bring you up to speed on the latest application, program or upgrade and you walked away feeling old and stupid, here's a little heart cockle warmer du jour for you.

I visited the old school house over the weekend and found some really cool stuff. Over in the corner behind the six-head Moviola, the ink and paint rack, the Lucigraph and the Mimeograph I found a couple of musty old boxes. The first one was filled with some great A-to-G RPT Pans drawn with non-photo blue penciling under Blackwing cleanups. The right amount of graphite tone and coffee stains added a nice touch of value to the compositions. The Acme pegholes were a little worn but the BGs still fit nicely on the peg bar. Most were on bottom pegs, a few were on top pegs, and there were several OLs and ULs, even a couple OL OLs and OL ULs. There was one VP with top AUX pegholes on the side.

The second box was filled with Letraset rub down letters, three sheets of Zip-A-Tone, a tin of A. W. Faber Heliotrope pencils, a little box of Scripto Non-Photo Blue Leads, one Panasonic pencil sharpener (still works!), a Rapidograph with a bent point as if it had been ground into a drawing board, a field chart, circle guides, ellipse guides, eight French curves, one ship's curve, an eraser crumb brush, a sand paper pencil sharpener, a stop watch, some X-sheets with everything shot on twos, a box of cels, a T-square, a slide rule, a film splicer, a jar of splicing glue, and a signed photograph of Annette and Frankie.

There. I feel better already. Don't you?

— Bob Foster

BOOKMARK
THE TAG BLOG
animationguildblog.blogspot.com

In memoriam

Animation checker and Guild Vice-President **MARTHA BUCKLEY** died on August 9 at the age of ninety-three. From 1941 until her retirement in 1985 she worked for MGM, TV Spots, TruLine, Ray Patin, Filmation and Hanna-Barbera. She served as TAG's Vice-President from 1980 to 1982.

v

Assistant animator **REED CARDWELL**, who worked at Disney, Lion's Den, Rich and Warner Bros. from 1980 until 1999, died in July.

v

TERRI EDDINGS, who worked as a xerox processor and scanner for Don Bluth Productions, Sullivan-Bluth, Filmation and Warner Bros. from 1986 until 1999, died on July 4.

v

Animation stock librarian **MARCELLA HAHN**, who worked for Hanna-Barbera from 1977 until 1987, died on July 4 at the age of ninety-two.

v

Animator **BOB KIRK** passed away on August 13 at the age of ninety. From 1956 until 1999 he worked for Disney, Warner Bros., MGM, Hanna-Barbera, Filmation, Bakshi, DePatie-Freleng, Marvel, New World and Licensing Corp. of America.

A military funeral service will be held on September 25 at 11 am at the National Miramar Cemetery, 5795 Nobel Drive in San Diego; call (858) 658-7360.

Bob proudly served in WWII, hit the beaches of Normandy during the 1944 D-Day invasion, and continued right through to the Battle of the Bulge. One of Bob's aims in life was to be

comfortable whenever he could. The story goes that, moving inland from Normandy, he confiscated a decrepit old easy chair from an abandoned French farmhouse and placed it in the back of his half-track vehicle, then rode in that chair for the rest of the war. Typical Bob!

Bob will be sadly missed by his wife Terry and his many friends and contemporaries in the animation business.

Rest in peace, Bob ... Your buddy,

-- Bill Exter

v

Inker and xerox checker **CHARLENE MILLER**, who worked for Disney from 1952 until 1990, died on July 31.

v

ELEANORE PICKETT, who worked as a final checker for DePatie-Freleng and Hanna-Barbera from 1966 until 1985, died on August 7 at the age of eighty-four.

v

Assistant animator **EVA SCHNEIDER**, who worked for Disney and Filmation from 1950 to 1981, died on June 16 at the age of eighty-eight.

Schneider was a co-worker and contemporary of the late John Sparey, who portrayed her along with Wes Herschensohn in the 1954 caricature on page 14.

When we published the sketch on the TAG Blog in 2006, Floyd Norman filled us in on the details of her life since she left animation:

Eva Schneider is alive and well. After Eva retired from a long career in animation, she moved to
(see FROM THE ORGANIZER, page 10)



IN MEMORIAM

(continued from page 13)

(can you guess?) New Orleans. Refusing to leave, Eva Schneider rode out the storm and survived Hurricane Katrina. A photo of Eva and her dog appeared in *Vanity Fair* magazine some months ago.

More of Floyd's reminiscences of Eva Schneider can be found at tinyurl.com/eva-schneider.

v

Painter **HETTA VAN ELK** died on April 18 at the age of ninety-one. From 1966 until 1983 she worked for Snowball, Krantz and Hanna-Barbera.

Upcoming contract holidays:

Thanksgiving and the day after
(November 28 and 29)
Christmas (December 25)

GENERAL MEMBERSHIP MEETING

**TUESDAY,
SEPTEMBER 24**

**PIZZA &
REFRESHMENTS,
6:30 PM
MEETING, 7 PM**

**1105 N. HOLLYWOOD
WAY, BURBANK**

Between Chandler and Magnolia
tinyurl.com/new-tag-hq

AGENDA:

**NOMINATIONS FOR THE
ANIMATION GUILD
OFFICERS' ELECTION**

see front page



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