



PEGBOARD

ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS
Los Angeles, California, July 2014 Vol. 43, N^o. 07

TURN IN YOUR WAGE SURVEY!!

We dropped the 2014 Animation Guild Wage Survey forms in the mail last week and have already received over one hundred back in the mail! Add that to the close to two hundred that have been submitted online, and we're tracking to meet last year's submission totals! However, it's our goal to surpass last year's total submissions and for that, we need your help.

The online Wage Survey questionnaire is available at:
<http://animationguild.org/wage-survey-2014/>

To fill out the online questionnaire, you will have to enter your name, home e-mail address, and last 4 digits of your SSN. This will only be used to ensure that all respondents are members and that there are no duplicates. Your name will not be attached to or associated with your answers in the 2014 report. Either online or by paper, it should take you less than five minutes to complete the questionnaire. We ask you to do so by August 1st and that you only submit one survey.

This survey is arguably one of the most important tools we provide to the animation industry. This annual check of where pay rates currently are is a great tool to have when negotiating your wage with both union and non-union employers. Remember, this is information that the employers already have and use. By participating in this survey, you allow yourself and your fellow Guild members to negotiate on a more equal footing. The results will be published in The Peg-Board, on our website, and on the TAG Blog.

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DISCOUNTED SUBSCRIPTIONS FOR TAG MEMBERS STILL AVAILABLE!

Animation Guild members can purchase a one-year subscription to the training website Digital Tutors for \$113! Digital Tutors annual subscriptions sell to the general public for \$399. Unlike the CSATTF Training Grant, this opportunity is open to all Guild members regardless of your membership status.

HERE'S HOW IT WORKS:

Think of the Digital Tutors training as if you were using a computer lab. The Guild purchases a “seat” and then sells a subscription to three members for each seat. When a member logs in to the system, as long as a “seat” is available, they’ll have full access to all training materials offered. If all seats are taken, the member will be put into a queue and will be given access as soon as a seat becomes available.

In order to make sure that everyone has access, there is a four hour time limit per login. After using the system for four hours, you will be forced to log off. If you want to continuing your training lesson, simply log back in and if there’s an open seat, you continue from where you stopped.

We currently have seven seats and will purchase more seats as they are needed. We have administration access that allows us to monitor who uses the system and for how long. If there ever comes a time when the wait times are excessive, we will rectify the problem by adding more seats.

HOW DO I SIGN UP?

Send an email to Steve Kaplan (skaplan@animationguild.org) and put “I Want Digital Tutors” as the subject.

SAG-AFTRA AGREEMENT



This has been a long time coming. The AMPTP and SAG-AFTRA have been weeks and weeks at the negotiating table. They started early to try and reach a resolution, but failed to



do so. There was, from the reports we received, a lot of wheel-spinning. It was only after expiration of the old Collective Bargaining Agreement (apparently) that the ice jam began to break up.

Deadline reports on the details of the new agreement:

Leaders of SAG-AFTRA, calling their new film and TV contract “historic,” have something to celebrate this Fourth of July. The tentative new contract, reached early this morning after two months of hard bargaining, achieved the major goal of the union going into the talks: the merger of its two separate TV contracts.

When SAG-AFTRA merged in 2012, it was stuck with two separate pension and health plans and two separate TV contracts, which allowed TV producers to shop for the best terms. This anomaly created a landslide of producers rushing to shoot their projects under AFTRA’s TV contract, which was threatening to dry up employer contributions to SAG’s pension and health plan.

The new contract also achieved the first industry-wide agreement for performers in basic cable production, which now will be incorporated into the new Television Agreement.

- <http://839iat.se/deadline-2014sagaftra-agreement>

Nikki Finke, reporting from her new site, offers her usual critical opinion:

SAG-AFTRA followed the WGA and the always employer-compliant DGA in announcing that its negotiators reached a new 3-year pact Hollywood contract negswith the

studios and networks. All three guilds are getting the same annual minimum increases: 2.5% the first year, and 3% in years two and three, plus an 0.5% increase in the Alliance Of Motion Picture And Television Producers' contribution to the Pension Fund effective right away.

Frankly, that sucks. Did I mention that the current inflation rate jumped to 2.13% in May?

Here's what also sucks for SAG-AFTRA: the basic rates. Remember, this was the first film and TV contract which the merged union bargained. Before the negotiations, the leadership's stated goal was to combine the 2 separate TV contracts with the networks/studios and bring SAG's basic rates up 3.5% to match AFTRA's. "We certainly don't want to lower AFTRA's to SAG's," a SAG-AFTRA official claimed.

Well that's exactly what happened, folks.

- <http://839iat.se/nikki-sagaftra-agreement>

While Nikki's typical sardonic take on union agreements is fun to peruse, it's noteworthy that she offers this opinion without the burden of having to bargain these agreements and live with the results. Negotiations always come with proposals from both sides and lively discussion that attempts to reach an amicable solution to the disparity between the two side's desires.

The IATSE (our mother international) and the Animation Guild will negotiate new deals next Spring and Summer. The contract deals already reached by SAG-AFTRA, WGA, and DGA will have an impact of where we ultimately go with ours in 2015. While we will work to include proposals we bring to the table, we will also be looking to the bargaining pattern and the results from the IATSE-AMPTP negotiations to set proposals as well. TAG has taken names of volunteers for the negotiation committee and will begin holding meetings to formulate our proposals in the near future.

- *Steve Hulett and Steve Kaplan*

GET TO KNOW YOUR EXECUTIVE BOARD

Gordon Kent

Where are you working and what is your job title?

I'm currently at Bento Box working on Bob's Burgers. I'm an animation timing director.

What brought you to the industry?

I wanted to be a cartoonist since I was seven (probably a bit late). In my last year of college I had a class with someone who worked at Hanna-Barbera. This was 1976 and my friend told me that H-B would be hiring in July (right after graduation). I took a portfolio and introduction to Tiger West at H-B. I was hired in the last week of July and laid off in the first week of August. I was eventually hired for "real" on January 10, 1977... and was once again laid off in August. After a short stint at Filmation, I returned to animation at Ruby-Spears in 1978 and worked there for the next 6+ years without a layoff... I had always wanted to do a comic strip, but aside from a 5 or so year stint writing the Rugrats strip my real "success" came in animation.

Where would you like to end up in the industry?

I went from inbetweener at Hanna-Barbera to Producer/Director/Story Editor at various studios before turning to animation timing direction. The most fun was voice direction. Second most fun was writer. I don't know that I'll ever do either again... but you never know.

In total number of years, how long have you served on the Executive Board?

This is the first year of my second term.

Being on the Executive Body of a labor organization carries responsibilities and duties.

What inspired you to be a part of TAG's executive team?

I just thought it was my turn to try to give something back.

What would you like to accomplish in your term as an Executive Board member?

One thing I hope to achieve is to make Holiday Pay really mean a change in the schedule so we aren't doing the equivalent of 5 days work in 4 days in order to get a "paid" vacation.

Do you have any words for the subscribers of the Pegboard?

A union is a group of people who work together for the common good. The executive board and the business rep are not the union. If you are a member of this or any union then you are a part of what makes it work – or not. If you are unhappy with your representation, get involved and see what you can do to address your concerns. Don't wait til your laid off or unemployed.

In memoriam

Layout and Storyboard Artist **WILLIAM (BILL) BARRY** died on May 10. He worked at Filmation, Hanna-Barbera, Ruby-Spears, Walt Disney Television, and Marvel Animation.



Painter and Checker **GAY ANN SMITH** died on April 26. She worked at Filmation and Hanna-Barbera.



Painter, Checker and Color Stylist **SHARON DABEK** died on June 26. She worked at Filmation, Walt Disney Pictures, Warner Bros. TV, Hyperion, Adelaide and Cartoon Network.

Congratulations to the Winners of the 2014 Animation Golf Invitational

On June 14, the Annual Animation Golf Invitational was held at Los Robles Greens Golf Course in Thousand Oaks. Once again the tournament was graced with sunny skies and a slight breeze, making it a pleasure to be out on the course.

This tournament has flights for both Animation Industry members and for Guests, with cash prizes to the winners. Only Animation Industry members (those working in Animation studios, Union or Non-Union) qualify to compete for the Trophies.

This year's trophy winners include:

Darrin Drew (Disney TV) - Low Net without a Handicap
Dave Brain - Low Net with a Handicap

Tim Hwang (Fox) and **Grant Lee** (Film Roman) both shot a score of 76, necessitating a sudden death playoff at the end of the day. Tim Hwang won the hole, and took home the trophy for Low Gross. Congratulations to both guys on a terrific round!

No trophies for the following, but our congratulations also go out to the following winners:

Hannah Wolf (daughter of Mike and Jung Ja Wolf) - Low Gross for Women

Kevin Bunn - Low Gross for Men - Guest flight

Bob Nichols - Low Net for Men/Women - Guest flight

The team prize, a large megaphone, will once again spend the next year in Lyn Mantta's office, hoping that in the future it will again get the chance to spend a year in an Animation Studio. A team is 4 players from the same studio playing in the tournament, and they don't even have to play in the same foursome, but we need at least two teams to compete. Any of you Animation folk who think a nice day out in the fresh air sounds good....try to get some of your co-workers to join you for a round of golf. It's good for you! Fresh air, exercise, competition, frustration - all the good stuff!



CGMA Online Academy brings the very best online art training for the best price to our industry professional students. Our instructors include some of the most renowned artists in the film, game and computer animation industry, bringing you quality education and training you would not find elsewhere. Our great price and quality of classes is what makes us extremely valuable assets to professionals looking to sharpen their skills, learn something new and stay in the loop in an ever-changing industry. Check out our classes and sign up today as our Summer registration is now open through July 25th, 2014!

New Summer Classes

Costume Design

This is a basic class. 4 weeks - 2 weeks for content review. Students will discover methods of how to "measure" the figure to best suit the needs of their personalities. Through the use of costume, and props, you will be able to go from your character and bring them to life.

Clayton Stillwell - BlueSky Studios



Art Direction for Character Designers

This course will focus on the adaptability you need have to work in a variety of different styles and tones. The assignments and lectures are each designed to focus on different Art Direction concepts for Character Designers and will require you to focus on your creative and stylistic adaptability.

Nate Wragg - DreamWorks



Fundamentals of design

This class will focus on in a depth exploration of the tools and processes needed to develop a well thought out design, considering style, narrative, and context. Over the course of eight weeks we will discuss basic visual communication techniques.

Jason Louie - Titmouse



New Instructors

Sona Sargsyan Digital Painting 1

A graduate of Art Center College of Design. Worked for Pixar Animation Studios as a concept artist on the Pixar film, Dug's Life Movie. She has transitioned to Disney soon studied as a visual development artist. She currently works for Disney as a background painter on the new Transformers series.



Nick Gindraux Fundamentals of Architecture Design

Nick Gindraux is a Concept Artist based in Los Angeles as well as a teacher at Olin College of Art and Design. He has worked for Paramount Pictures, One Piece, Death, and Knight's Tale and his comic books: The Last of Us and Uncharted 4.



Thomas Brissot The Art of Color and Light

Thomas was born and raised in Paris, France where he graduated from the Ecole Supérieure des Arts Décoratifs as a graduating student's degree in illustration. Currently, he is working as a freelance concept artist and illustrator for games and magazines.



Shannon Beaumont Animal Drawing

Shannon is an independent freelance artist who specializes in animal drawing and painting. Her client list includes the March 2013 Topix, Hobbies, ACTX, Moxies, J&J, Institute March, D-Facts, Mixus, Scripps Forge, Pagine Giarè Ltd, among many others.



Aymeric Kevin The Art of Color and Light

Aymeric Kevin graduated from Gobelins (Paris), and has recently worked in Japan as a visual development artist and background director on projects like Beyond the Edge, Sky Ping The Animation, and Space Dandy. His list of clients include: BUNTO, BONES, PRODUCTION I.G., TOP SECRET PMS, and SCIENCE SARUKICARTOON NETWORK.



Miki Mantlo The Art of Color and Light

Originally from Braşov, Miki studied at Josep Cana, Spain where he taught color and lighting for three years. In 2010 he worked as a background artist on the movie. Then to create he worked on his comic book called Warship. Judy Hopps. He is now in Berlin working on the first book of his blog.



Clayton Stillwell Costume Design

He works as a concept artist for feature film currently with Pixar. He currently creating happy costumes for day book transitioning to design beautiful costumes by night. Clayton has worked most recently on Pixar's latest film Brad Pitt the book of life.



Wouter Tulp Fundamentals of Character Design

As a character designer for feature animation, Wouter started out as a German feature in 2012 working with the late Harold Sapirozman. Since then he has worked on many film projects among which is a feature by Paul McCartney. He is currently doing character designs for Toybox.



Matt Tkocz Digital Painting 1

Matt is a Concept Artist and Film Illustrator who graduated from the California Art College College of Design in 2011. He has worked on projects such as Speed For Speed, San City: A Game to Kill for, Monster Trucks, and most



Foundation/Design Program Classes:

- Intro to Perspective
- Dynamic Sketching 1 & 2
- Analytical Figure Drawing
- Fundamentals of Design
- Digital Painting 1
- Environment Sketching
- Animal Drawing
- Fundamentals of Character Design
- The Art of Color and Light
- Digital Rendering Techniques
- Portfolio Development

Character Design Program Classes:

- Analytical Figure Drawing: Heads/Hands/Feet Composition
- Character Design for Animation
- Costume Design
- Intro to Character and Creature Design
- Storyboarding for Animation
- Character Design for Production
- Character Illustration for Film
- Art Direction for Character Designers
- Character Creation with Zbrush
- Entertainment Production and Portfolio Prep

Environment Design Program Classes:

- Fundamentals for Architecture Design
- Fundamentals for Creative Environment Design
- Environment Sketching for Production
- Vehicle & Mech Design
- Intro to 3D Environment Design
- Environment Design 1 & 2
- Visual Development for Animation
- Advanced Entertainment Design
- Matte Painting
- Entertainment Production and Portfolio Prep

CGMA offers classes approved for CSATTF reimbursement!

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This Month in Animation History

by Tom Sito

July 1, 1941 - Animation director Tex Avery walked out of the Looney Tunes Studio when Jack Warner ordered cuts in his Bugs Bunny cartoon, *A Wild Hare*. Boss Leon Schlesinger put him on a four-week suspension without pay, but Avery had already lined up a new gig at MGM.

July 1, 1970 - Hanna & Barbera's attempt to revive primetime animated series "Where's Huddles?" aired.

July 2, 1982- Don Bluth's *The Secret of NIMH* premiered.

July 2, 1986 - Walt Disney's *The Great Mouse Detective* released in theaters.

July 3, 2002 - *Powerpuff Girls*, the Movie, premiered.

July 6, 1957 - Chuck Jones short *What's Opera, Doc?* debuts.

July 7, 1895 - The first modern comic strip "Hogan's Alley" featuring The Yellow Kid by Richard Felton Outcault debuts in the Sunday edition of Joseph Pulitzer's New York World. The strip was so popular it gave the name "Yellow Journalism" to the sensationalist tabloid news.

July 8, 1982 - Disney's *TRON* premiered.

July 9, 1980 - Disney's *The Fox & the Hound* released. It was Frank Thomas and Ollie Johnston's last movie. Other artists on the movie include Glen Keane, Tim Burton, Brad Bird and John Musker.

July 9, 1993 - Industrial Light & Magic completed its transition to digital technology by shutting down its Anderson Optical Printer. The Optical Printer system of mattes had been the way VFX had been done since 1909, but the Digital Revolution had changed everything.

July 10, 1987 - *The Brave Little Toaster* premiered. (<http://839iat.se/brave-toaster-wiki>)

July 11, 1991 - Disney announced it would enter into a deal with a Bay area digital offshoot of Lucasfilm named Pixar.

July 12, 1870 - Celluloid film patented. The inventor had been trying to find a substitute for ivory billiard balls. Inventor George Eastman later perfected the sprocket and hole system of roll film for cameras, replacing the large glass plates.

July 13, 1925 - Walt Disney and Lillian Bounds marry. Lillian was one of the first female animation ink & paint artists.

July 13, 1984 - The film *The Last*

Starfighter with Robert Preston opened. The first movie where all the spaceships and effects were done with CGI instead of miniature models.

July 14, 1933 - Max Fleischer's first *Popeye the Sailor* cartoon debuted. At first vaudevillian Red Pepper Sam provided his salty mumbles. When Sam asked for more money, Fleischer replaced him with assistant animator Jack Mercer, who was the voice ever after.

July 15, 1938 - Popeye cartoon "With the Jeep" introduced Eugene the Jeep. The funny little character later gave its name to the army's new General Purpose Vehicle, the G.P. or Jeep.

July 15, 1971 - Producer Steve Krantz announced the production of the first X-rated cartoon, *Fritz the Cat*, to be directed by Ralph Bakshi.

July 15, 1989 - Aardman Animation's *Creature Comforts* debuted.

July 15, 2012 - *Winnie the Pooh* and the *Ballad of Nessie* debuted.

July 16, 1964 - Warner Brothers "A False Hare", the last Bugs Bunny cartoon by the original crew, and the last theatrical Bugs short until 1985, was shown in theaters.

July 17, 1955 - Disneyland opened.

July 17, 1968 - George Dunning's *The Yellow Submarine* featuring the Beatles premiered in London.

July 17, 1999 - Studio Ghibli's *My Neighbors The Yamadas* premiered.

July 17, 2004 - Katsuhiro Otomo's *Steamboy* premiered.

July 18, 1939 - MGM tried a sneak preview of the film *The Wizard of Oz*. Afterward they debated cutting the song "Somewhere Over the Rainbow" as slowing down the pace but decided to leave it in. The film debuted in August to wild success and acclaim.

July 20, 1941 - Bob Clampett's short *The Great Piggybank Robbery* debuted.

July 21, 1954 - The Fellowship of the Ring, the first book of J.R.R. Tolkien's The Lord of the Rings trilogy, first published. C.S. Lewis said the book "came forth like thunder on a summers day."

July 22, 1989 - Nintendo released the Gameboy.

July 22, 1989 - Studio Ghibli's *Kiki's Delivery Service* opened.

July 24, 1948 - Warner's short *Haredevil Hare* featuring the first Marvin the Martian debuted.

July 24, 1985 - Disney's *The Black Cauldron* premiered.

July 25, 1984 - The Lucasfilm Graphics Group (later Pixar) released *The Adventures of Andre and Wally B.*

July 25, 1951 - CBS conducts the first broadcast of color television. NBC made color tv popular in the mid 1960's.

(see THIS MONTH IN ANIMATION HISTORY on page 12)

THIS MONTH IN ANIMATION HISTORY

(continued from page 11)

July 25, 1953 - Chuck Jone's *Duck Dodgers in the 24 and 1/2 Century* debuted.

July 27, 1940 - *A Wild Hare*, considered the first Bugs Bunny cartoon, debuted.

July 27, 2007 - *The Simpsons Movie* premiered.

July 29, 1936 - RCA shows the 1st TV program which included: dancing, a film on locomotives, a Bonwit Teller fashion show & monologue from the Tobacco Road radio comedy.

July 29, 1948 - Former Disney animation assistant Hank Ketcham's comic strip "Dennis the Menace" first appeared.

July 30, 1932 - Walt Disney's *Flowers and Trees* the first Technicolor Cartoon debuts. Disney had worked out a deal with Technicolor creator Herbert Kalmus to use his technique exclusively for two years to show larger Hollywood studios its quality.

July 30, 1954 - Elvis Presley joined the Memphis Federation of Musicians Local 71.

July 31, 1995 - The Walt Disney Company bought the ABC Network, the Discovery Channel and ESPN.

Birthdays: Abe Levitow, George Sanders (the voice of Shere Khan), Louis B. Mayer, James Bordrero, Tom Hanks, Joe Schuster, Tom Kenny, Dave Fleischer, Bill Hanna, Terry Thomas, Will Ferrell, Max Fleischer, Harrison Ellenshaw, Robin Williams, Gary Trudeau, Alan Mencken, Maxfield Parrish, David Swift, Maya Rudolph, Ken Burns, J.K. Rowling

**BOOKMARK
THE TAG BLOG**

animationguildblog.blogspot.com

Gallery 839 July Show

Paintings from the Cartoon House

by Wes Archer





GENERAL MEMBERSHIP MEETING

**TUESDAY,
JULY 29, 2014**

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

**1105 N. HOLLYWOOD
WAY, BURBANK**

Between Chandler and Magnolia

<http://839iat.se/tag-office>

**AGENDA:
ENTERTAINMENT UNION
COALITION**

**TAG 401K TO VANGUARD
NEGOTIATIONS IN 2015**



INTERESTING LINKS

TOP BLOG POSTS

TAG 401k Switch to Vanguard meetings: <http://839iat.se/vanguard-meetings>

Pixar Chief: <http://839iat.se/catmull-sony>

New Animation Head: <http://839iat.se/paramount-director>

DWA Layoffs: <http://839iat.se/dreamworks-layoffs>

Second-Guessing: <http://839iat.se/httyd-success>

Industry News

Paramount signs deal with Zemekis: <http://839iat.se/paramount-zemekis>

Pixar Releases First Look at 'Lava' Short: <http://839iat.se/pixar-lava>

REVEALED: Court docs show Pixar and Dreamworks in wage-fixing cartel: <http://839iat.se/wage-fixing>

California Assembly Bill 1839

Bill info and history: <http://839iat.se/Cali-AB1839>

Animation Guild Supports 1839: <http://839iat.se/ab1839-support-ltr>

AB1839 passes Governance and Finance: http://839iat.se/1839-gov_finance