



## 2014 HOLIDAY PARTY



The annual guild Holiday Party took place Friday, January 3rd at the Autry National Center. This was the fourth year the Autry was home for the event, and the reasons remain evident. The museum offers abundant space for the party goers, as well as plenty of free parking in lots shared with the Los Angeles Zoo.

By 8:00 pm, the foyer and both floors of the venue were filled with this year's attendees. Without selling tickets, its difficult to say exactly how many people attended. However, these few pictures show there were enough to fill the halls and both floors. Arriving guests were greeted at the front by Executive Board members handing out the 2014 Animation Guild calendars, and fliers announcing the upcoming Craft Meetings (*see Craft Meetings - Coming Soon on page 11*).

Milling about found guests chatting among themselves or enjoying the art installations. Many thanks again to Sergeant-At-Arms **KAREN CARNEGIE JOHNSON** who leads the Holiday Party Committee. By all accounts, another successful event!



(see 2014 HOLIDAY PARTY, page 3)

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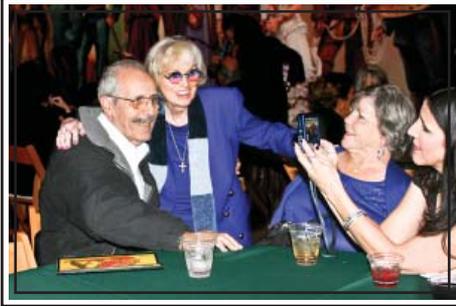
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the  
animation  
guild

IATSE LOCAL 839

**2014 HOLIDAY PARTY**  
*(continued from page 1)*



*\*bordered pictures by ENRIQUE MAY*



## From the Business Representative

### Continuing Updrafts

Numbers keep expanding.

... As 2013 draws to a close, Adult Swim, Turner Broadcasting's signature network for young adults, is on track to set new records with its most-watched year in its history among targeted adults 18-34, 18-49 and men 18-34, according to preliminary data from Nielsen Media Research. For the 9th year in a row, Adult Swim also will rank #1 on basic cable in Total Day among adults 18-34 and men 18-34, as well as rank #1 among adults 18-49 and men 18-49. ...

Adult Swim programming – including Family Guy, The Cleveland Show, Robot Chicken and American Dad—accounted for 23 of the top 50 telecasts on basic cable this week among adults 18-34, and 25 of the top 50 among men 18-34, both more than any other network.

*-Bill Gorman, TV by the Numbers  
(<http://goo.gl/TvdEg8>)*

Some of [Adult Swim's] programming isn't made under Animation Guild contracts. Hell, some of the shows aren't even cartoons. But the larger lesson here isn't lost on the fine, entertainment conglomerates who employ so many guild members.

Animation sells, and sells over long periods of time.

This has been true for decades. (Yogi Bear, Scooby Doo, and Fred Flintstone have been staples inside American culture for fifty years; Mickey Mouse, Donald Duck and Bugs Bunny for eighty and more.) But only recently has mainstream Hollywood figured out that animation can make HUGE buckets of cash.

Until the 1990s, the smart money stayed away from cartoon features because the returns were considered meager, and the organizational headaches large. TV was a low margin sideshow. Disney could make sizable profits from cartoons, but nobody else stood a chance.

Today, that equation has changed. Television animation is cost effective compared to other scripted programming, and if initial margins are narrow, long-term cash flow is steady and continuing. Theatrical CG cartoons are far from cheap, but when even mediocre offerings make \$200 million or more, then animation is a business lots of movie studios want to be in.

I started working in animation when the industry was thought of as a sleepy backwater to “real” movie-making. Spielberg was interested in cartoons, but nobody else was. Active Guild membership fell to 700 members in 1989, but the animation boom of the early 1990s soon drove union numbers higher. A lot of rising animation employment happened on the theatrical side, but television animation also expanded. Syndication, cable networks, and prime time cartoons all happened in the nineties.

Here in the 21st century, big-ticket theatrical animation is almost all computer generated because that’s what audiences have flocked to see, but a major part of television animation is still hand-drawn. Cartoon distributors keep smacking up against rating numbers that are no better for CG shows than hand-drawn ones. And since hand-drawn shows cost less than their CG cousins, producers keep making hand-drawn TV cartoons.

And they’re making a LOT of them. Cartoon Network is bringing new shows into being; ditto for Nickelodeon. And DreamWorks Animation will be hiring staff to make a large number of animated half-hours for Netflix over the next three years. There is (did I mention?) a simple reason for this.

People watch cartoons in ever-increasing numbers.

— *Steve Hulett*

## Dues Increases over the Next Four Years

At the 67<sup>th</sup> IATSE Quadrennial Convention held in Boston last July, Article Nineteen, Section 12 of the International Constitution was amended to increase the “Per Capita Tax” to all Class A Local unions by six dollars over the next four years:

### **RULES AND REGULATIONS OF THE SPECIAL DEPARTMENT AND ALLIED CRAFTS, SECTION 7**

These sections are amended to provide that per capita tax payments of Class “A” local unions to the International be increased by two dollars (\$2.00) effective January 1, 2014; one dollar (\$1.00) effective January 1, 2015; two dollars (\$2.00) effective January 1, 2016; and one dollar (\$1.00) effective January 1, 2017.

- *IATSE Bulletin No. 641, page 65* (<http://goo.gl/Pnedfz>)

Per Article Nine, Section 1 of The Animation Guild Constitution and By-Laws, all increases in the per capita tax are passed down to the membership through a corresponding increase in the quarterly dues:

Whenever the per capita tax which must be paid by this Local to the International under Article Nineteen, Section Twelve of the International Constitution is increased, the quarterly dues shall be increased in a corresponding amount in order to compensate for such per capita tax increase.

- *Local 839 IATSE Constitution and By-Laws, page 24*  
(<http://goo.gl/uD6qAD>)

**So What Does This Mean?** Dues will be raised by two dollars for 2014, and will be raised each following year to match the per capita increase as outlined above. This increase is reflected in your dues statement which you should already have received for the first quarter of 2014.

## Email List Subscribers At All Time High!

As of the publication of this Pegboard, there are over three thousand three hundred people listed on the Guild's email list, and seven hundred and forty of those have opted to receive notification of the posting of the Pegboard to the website instead of receiving it in the mail.

Those people have not only helped reduce the cost of the Pegboard's publication, but also saved over *SEVENTY REAMS* of paper per year! They also enjoy the online pegboard which is in color, and has active links to the internet for enhanced reading!

If you'd like to be added to the Guild's email list, where we send important notifications and the latest news, as well as start receiving the email notifications when the latest Pegboard is posted to our website, fill out and submit the form on this webpage:

<http://animationguild.org/email-list/>



**SAVE THE DATE!**

IATSE and MPTF

**DAY AT THE RACES**

A FAMILY EVENT

On **Saturday, January 25, 2014**, IATSE locals from Southern California and the MPTF (Motion Picture & Television Fund) will join together to celebrate the **3rd Annual Day at the Races – A Family Event**. This fun filled event will take place at Santa Anita Park in Arcadia and your ticket price includes valet parking, admission, race program and lunch buffet. All the proceeds from the event will benefit MPTF, a charitable organization that has been synonymous with Hollywood for nearly a century.

For more information and to purchase your tickets contact **Steve Kaplan** at [skaplan@animationguild.org](mailto:skaplan@animationguild.org) or at the Guild office (818) 845-7500.



## From The President

### 40 Means 40

I was lucky at my first job. That first Friday my boss came by while I was still working away as quitting time approached. He came around the cubicle wall and said, “What are you doing?” I told him I was trying to finish the work before I went home. “Go home,” he told me. “It’ll still be here on Monday for you to finish.”

We have had a lot of conversations in our general membership meetings about unpaid overtime. These issues generally come up as a matter of planning: the work is due by a particular date, and the artist knows that more time is required to do the work than is available during the work days before the due date.

Some projects react appropriately to this information when it is presented to them: they are able to adjust the due date, or the requirements for the work can be lowered (rougher drawings, say, or less complexity), or paid overtime can be authorized.

Other projects do not respond this way. On an individual basis, there may be a belief that the artist is capable of working faster, or that the artist is underperforming compared to their peers. But in other cases the majority of artists are unable to do the work required in the time allotted. This creates a conflict, and some artists feel compelled to resolve this conflict by working at home or coming in after hours or on their weekends.

As artists we often feel a connection to the work we produce: our work represents our abilities, we want the film or TV project to be successful so we can continue to work, or we have an affection for the creative result. It can be hard to say no.

But say no we must. We are each responsible for what we do. And while our contract with the studios requires us to do the work, it does not compel us to perform one minute of work outside of the hours we are compensated for. So while we make

sacrifices for our work, by giving our paid time and creative energy and talent, we are not required to make sacrifices of our free time, our personal lives, or our obligations outside of work.

Some of you may think this goes without saying -- consider yourself lucky.

We are together as a union to help enforce the rules we negotiated with employers. We cannot enforce the rules that an artist voluntarily chooses to break. If you refuse to work unpaid overtime, or if you talk to your colleagues and all agree to stop working unpaid overtime, it is illegal for your employer to threaten your employment.

If we are paid for 40 hours of work, that means we do 40 hours of work. (Or 50 for 50, and so on.) Working less is stealing from your employer; working more is stealing from you -- and the people you work with, who see your example and assume that that is the way things have to be.

- *Nathan Loofbourrow*

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## **Contract holidays in 2014**

New Year's Day (January 1)  
Martin Luther King Day (January 20†)  
Presidents' Day (February 17)  
Good Friday (April 18†)  
Memorial Day (May 26)  
Independence Day (July 4)  
Labor Day (September 1)  
Thanksgiving and the day after (November 27 and 28)  
Christmas (December 25)

† Nickelodeon and DreamWorks take Martin Luther King Day as a contract holiday in lieu of Good Friday. Other studios may take MLK Day off.

Your employer may schedule other days off; contact your h.r. department for details.



## Don't Shoot the Messenger!

Each month, the Motion Picture Industry Pension and Health Plan (MPI) sends locals a list of members who haven't paid their Health Plan premiums.

At the Plan's request, we send an email to members on that list explaining they should contact MPI about their premium payment as soon as possible. These communications are a final effort to reach members before the Plan removes dependents from the health insurance due to non-payment. The lists we receive are generated at the middle of the month, so they don't account for those who paid premiums right before they were due.

Since the result of non-payment means the loss of coverage for a family member, we word the message strongly to match the costly result some members will face. Some don't understand this and take the strongly worded message the wrong way.

Should you receive an email stating your MPI premiums are due, understand that we are only forwarding an urgent message from MPI and are not aware of any scheduled or in-process payments that you may have arranged. These messages are meant for members who have forgotten that their premiums have to be paid.

*- Steve Kaplan*



**See us on Facebook ...**  
[facebook.com/animationguild](https://www.facebook.com/animationguild)

**Twitter ...** @animguild

**and the TAG Blog ...**  
[animationguildblog.blogspot.com](http://animationguildblog.blogspot.com)



## **TAG Craft Meetings – Coming Soon**

Contract talks are more than a year away, but it's important for members be plugged into the process and know workplace issues. To that end, TAG will be holding special meetings for crafts under the contract in February and March. Among the issues to be discussed:

- A) Tight Schedules/ Uncompensated Overtime
- B) Working out of classification.
- C) 2015 Contract Proposals/ Issues
- D) Abusive Supervisors/ Co-workers
- E) Tests for Employment
- F) Freelance work/ rates
- G) Contract and workplace rights.
- H) Navigating Health Plan / ACA

In the meetings, we aim to identify the most pressing issues and devise possible solutions using your feedback. The schedule for the craft meetings:

Storyboard/Production Board:  
February 18, 2014 (Tuesday)

Writers:  
February 25 (Tuesday)

Designers, Pre-Viz, Background, Layout:  
March 6 (Thursday)

CG artists, tech directors:  
March 11 (Tuesday)

Directors (Timing and Slugging), Animation Checkers:  
March 18 (Tuesday)

All the above (and more) will be discussed further at the General Membership Meeting on Tuesday, January 28th. If you haven't yet, be sure you are included on the TAG Email List by filling out and submitting the form on this page of our website: <http://animationguild.org/email-list/>



## This Month in Animation History

by Tom Sito

Jan 4, 1956- Walt Disney had lunch with his old competitor Max Fleischer, who was then retired.

Jan 17, 1929 Popeye first appeared in the Thimble Theater comic strip

Jan 12, 1995- Steven Spielberg, Jeffrey Katzenberg and David Geffen announced the name of their new partnership DreamWorks SKG

Jan 14, 1964- Hanna & Barbera's *The Magilla Gorilla* cartoon show.

Jan 18, 1952- The Hollywood Animation Guild Local 839 chartered. Originally the Motion Picture Screen Cartoonists, signatories included Disney legends Milt Kahl, Les Clark, John Hench and Ken Anderson.

Jan 20, 1938- Pioneer animator Emile Cohl died while headed for the Paris premiere of Disney's *Snow White and the Seven Dwarfs*. Cohl was so poor that the electricity in his flat had been turned off and the candles had ignited his beard.

Jan. 21, 1992- Disney's *Beauty and the Beast* became the first animated film ever nominated for a Best Picture Oscar.

Jan 24, 1961- Warner Bros. voice actor Mel Blanc suffered an auto crash at the Dead Man's Curve section of Sunset Blvd near UCLA. He lingered in a coma for several weeks. The way the doctor brought him around was to say: "Hey Bugs Bunny! How are we today?" Blanc replied in character: "Ehhh...fine, doc!"

Jan 25, 1961- Walt Disney Production's *101 Dalmatians* premiered.

Jan. 28, 1930- Warner Bros. Cartoons is born. Leon Schlesinger, the head of Pacific Art and Title, signed a deal with several unemployed Disney animators. Schlesinger had connections with the Warner brothers since he helped them get funding for the 'Jazz Singer'. Bugs Bunny, Daffy Duck, Porky Pig and more result.

Jan 29, 1959- Disney's *Sleeping Beauty* opened. The animation staff had swollen to it's largest to finish the production. After the film was finished the studio had a massive layoff, dropping from 551 to just 121. People employed since the 1930s were pink-slipped. Two painters committed suicide. Staff level would not return to these levels until 1990

Jan 30, 1963- MIT Grad student Ivan Sutherland published his thesis *Sketchpad*, the first animation

software. He created it on a declassified Cold War computer originally used to track Soviet missiles. For the first time, a computer could draw lines instead of just numbers.

Jan 30 1961- H-B's the Yogi Bear Show.

Jan. 31, 1999- Family Guy premiered.

**Jan. birthdates:** B. Kliban, Hayao Miyazaki, John Lasseter, Genndy Tartakovsky, Wilfred Jackson, Phil Mendez, Dave Pruiksma, TinTin

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## The Watercooler

On December 9, 2013, **Terry Hudson** was awarded the first annual **Golden Rivet Award** for his creativity, design and acute attention to detail in the category **Props and/ or Vehicle Design** on **Disney's *Jake and the Never Land Pirates***.

Congratulations, Terry!



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## Contribute to The Watercooler!

Have any fun or interesting news to share? Send your contributions to [pegboard@animationguild.org](mailto:pegboard@animationguild.org) in order to keep this column going!

# GET TO KNOW YOUR EXECUTIVE BOARD

## **Robert St. Pierre**

### **Where are you working and what is your job title?**

Walt Disney Television Animation/Background Layout Artist

### **What brought you to the industry?**

Transition into the industry from Illustration following graduating from Art Center College of Design

### **Where would you like to end up in the industry?**

I'd like to pursue continued roles as a Production Designer. Educator/mentor.

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

Zero. Newly elected

### **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'm inspired by the opportunity to give voice to and to strive to ensure a more secure and prosperous future for our Union members.

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

As my first term as an elected member, I need to assess what opportunities are available for me to help impact change. I'll have a better understanding as my experience grows. However, I aspire to increase members' awareness and participation in our union, and use my voice to increase, and secure compensation and benefits for each member.

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

I encourage each member to engage our union with your comments and concerns. I encourage you to participate in monthly membership meetings and to help us help all of us collectively grow in our strength and stature. Our strength is in numbers and it's through our unity that we stand strong.

## In memoriam

Matte Painter **APRYL KNOBBE** died on December 8. From 2008 until 2011 she worked for Dreamworks as a Supervisor.



Painter, Animation Checker and Special Effects Artist **DORA YAKUTIS** died on December 7 at the age of ninety-three. Through her long career she worked at Warner Bros., Chuck Jones, Hanna-Barbera, Marvel, DePatie-Freleng, Filmation, Ralph Bakshi Productions and Universal Cartoon Studios.



Storyboard Artist, Animator and Animation Director **KAREN PETERSON** died on December 10. She worked at Marvel Animation, Universal Cartoon Studios, Graz Entertainment, Walt Disney Television Animation, Warner Bros. Animation, Hanna-Barbera, New World Animation, Filmation, DePatie-Feleng, Film Roman, MGM and Dreamworks Television Animation.



Background Artist **ERVIN KAPLAN** died on November 23 at the age of eighty-six. From 1955 until 1989 he worked for Walt Disney Productions, UPA, Format Films, Inc., DePatie-Freleng, and Filmation.

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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:

Gerry Anderson \* Frederick "Toby" Bluth \* Martha Buckley  
Reed Cardwell \* Ron Dias \* Terri Eddings  
Bob Godfrey \* Denise Greenawalt \* Marcella Hahn  
Ray Harryhausen \* Lee Hartman \* Tenny Henson  
Eric Heschong \* Nicholas Hoppe \* Ray Jacobs  
Ervin Kaplan \* Bob Kirk \* April Knobbe \* Jay Lawton  
Ed Levitt \* Shirley Mapes \* Tom McLaughlin  
Diane Disney Miller \* Charlene Miller \* Armen Mirzaian  
Eileen Moran \* Mitzi Mucerino \* Don Nelson  
Don Payne \* Karen Peterson \* Lori Pickett  
Lois Ryker \* Jesse Santos \* Lou Scarborough  
Lou Scheimer \* Eva Schneider \* Gerrit Van Dijk  
Hetta Van Elk \* Dardo Velez \* Petros Vlahos  
Marcia Wallace \* John David Wilson \* Jonathan Winters  
Dora Yakutis

Sunday, February 23, 2014

Food and refreshments, noon \* Memoriams, 1 pm

The Animation Guild, Meeting Hall  
1105 N Hollywood Way, Burbank CA 91505

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

If you would like to speak on behalf of anyone listed above, or if you  
know of anyone in the animation business who passed away in 2013  
and is not on our list, please contact Bronwen "Bronnie" Barry at

[bronwenbarry@att.net](mailto:bronwenbarry@att.net).

## A PLEASURE TO SERVE YOU

I want to take a moment and express my thanks to the membership of the Animation Guild for allowing me the opportunity to serve on the Executive Board from 2002 to 2013. The experience was truly rewarding as I learned how a good union takes care of its members. I learned that the board needs membership participation and feedback in order to proceed in a clear direction. That's what it takes to keep any union doing what's right for you. To say the least, this new board is a reflection of the membership's future desires. Stay involved and I'll see you at the General Membership meetings. Thanks again, be well and good luck in the industry!

*-John Cataldi*

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### 401k Plan reminder

Each year the IRS sets a limit to how much individuals can put aside in a 401k. The contribution limit for 2014 is \$17,500 for participants under the age of 50. Participants over age 50 can contribute an additional \$5,500 for a total of \$23,000.

If you wish to change the amount you are contributing; please fill out and submit the 401k enrollment form found on the TAG website at: <http://tinyurl.com/tag401kform>

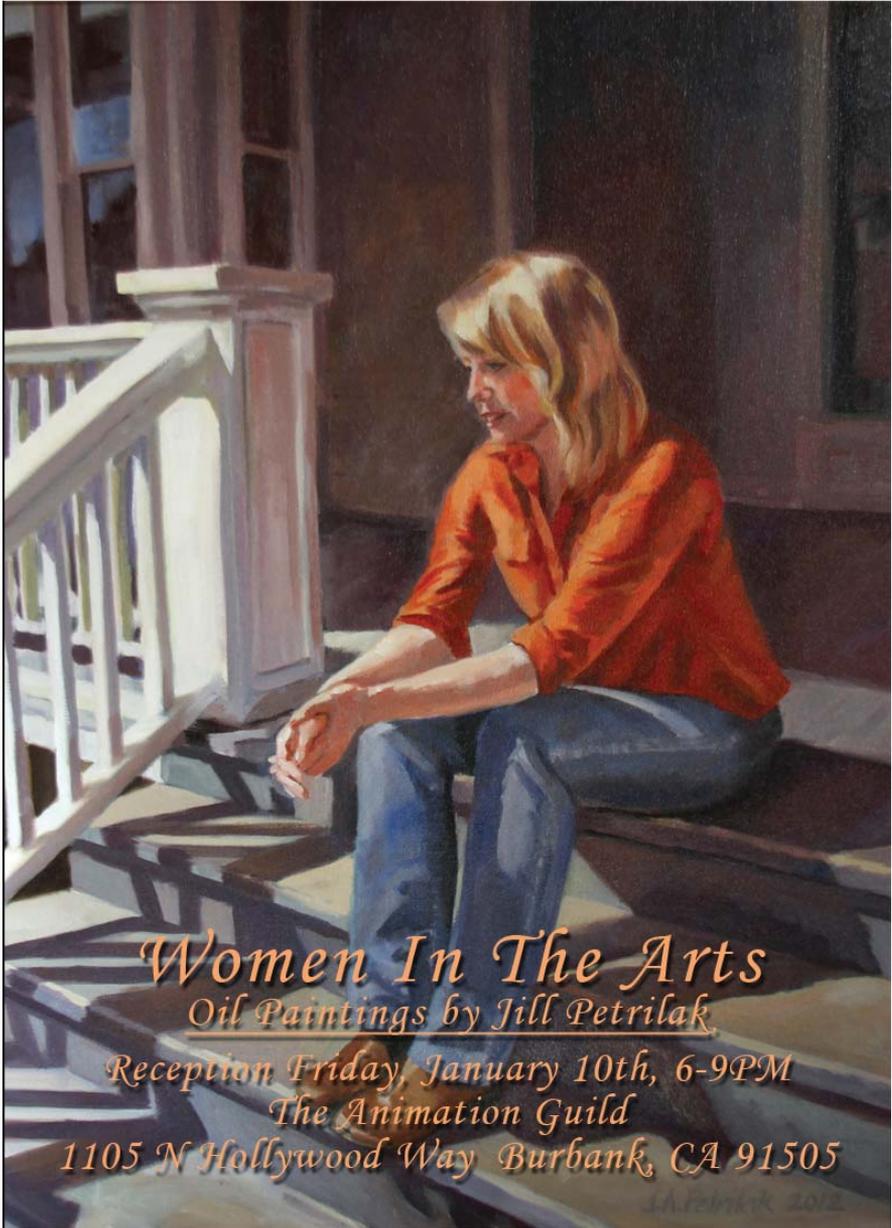
If your 401k contributions stopped last year when they hit the cap, it may not automatically start back up for the new year. Please check your first paychecks issued in 2014 and contact us if you need assistance.

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### *Save Your Paystubs!!*

Your paycheck stubs carry much needed information! They can serve as proof of employment for CSATTF when getting approved for reimbursement as well as records of your 401k deposits. Keep your paystubs in a safe place for as long as you can! They can help out when you least expect it!

*Gallery 839  
January Art Show*



*Women In The Arts*  
*Oil Paintings by Jill Petrilak*

*Reception Friday, January 10th, 6-9PM*

*The Animation Guild*

*1105 N Hollywood Way Burbank, CA 91505*

# GENERAL MEMBERSHIP MEETING

**TUESDAY,  
JANUARY 28, 2014**

**PIZZA &  
REFRESHMENTS,  
6:30 PM  
MEETING, 7 PM  
1105 N. HOLLYWOOD  
WAY, BURBANK**



Between Chandler and Magnolia  
[tinyurl.com/new-tag-hq](http://tinyurl.com/new-tag-hq)

## **AGENDA:**

- ❖ **CRAFT MEETINGS**
- ❖ **UNPAID OVERTIME**
- ❖ **EMPLOYMENT TESTS**

New 2014 Membership Meeting Giveaway: Apple iPad Mini\*!!

Come for the information, stay for the iPad!

*\*Active and newly inducted members only. Members on withdrawal, on suspension or Financial Core are not eligible to win.*

**The Animation Guild Local 839 IATSE  
1105 N. Hollywood Way  
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