

# Pegboard

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ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS  
Los Angeles, California, January 2015

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Vol. 44, Nº. 02

## JACK THOMAS ELECTED PRESIDENT

At the General Membership meeting held on January 27th, a By-Election was held to replace TAG President **NATHAN LOOFBOURROW** who stepped down from the Presidency in December of 2014. Over fifty members attended the evening meeting most of whom were eligible to vote.

Shortly after the approval of the minutes from the previous meeting, nominations for the office of President were called. **RUSSELL CALABRESE** was recognized by the chair and nominated then Acting-President **JACK THOMAS**. After multiple calls to the attendees, there were no other nominations called. Jack Thomas was then elected to the office of President by virtue of a White Ballot.

Shortly after his ascension, Jack thanked the audience for their confidence in him and vowed to work to better conditions for all Guild members in the upcoming elections and throughout the remainder of his term. President Thomas also pointed out that the Executive Board now has two open seats which need to be filled. He asked that anyone interested in becoming an Executive Board member to approach him or any of the current Board members and make their interest known before the February Executive Board meeting.

At the Executive Board meeting held in February, the Board met with three candidates who had expressed such an interest. After hearing from each of the members separately and then weighing their options, the Board elected **JEANETTE MORENO KING** and **JASON MAYER** as new Executive Board members, and recommended that **PAULA SPENCE** be installed as a third Shop Steward at Cartoon Network.

Congratulations to President Thomas, the two new Executive Board members and to **PAULA SPENCE** on their new positions!



ACADEMY  
OF MOTION PICTURE  
ARTS AND SCIENCES

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## CONGRATULATIONS!!

Congratulations to the Animation Guild members recognized by ASIFA and Academy of Motion Picture Arts and Sciences!



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Steve Kaplan

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Janette Hulett ♦ Cathy Jones ♦ Gordon Kent ♦ Jason Mayer  
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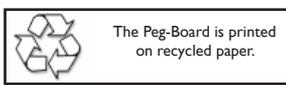
Russell Calabrese ♦ Nicole Dubuc ♦ Dave Thomas

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Kassandra Heller (*Cartoon Network*) ♦ Laura Hohman (*Nick CG*)  
Chris Houghton (*Nickelodeon*) ♦ Ray Leong (*Dreamworks TV*)  
Jason MacLeod (*Disney Feature*) ♦ Paula Spence (*Cartoon Network*)

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**PEG-BOARD SUBSCRIPTION POLICY:** Active members automatically receive *The Peg-Board* free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration date on the mailing label. The subscription rate for suspended members and non-members is \$10.00 per year (\$15.00 foreign, check in U. S. funds), checks made out to the Animation Guild and sent to 1105 N. Hollywood Way, Burbank, CA 91505-2528, U.S.A.  
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**digital-tutors**  
Teaching the people who make movies and games

## **ANIMATION GUILD DIGITAL TUTORS SUBSCRIPTION RENEWED!**

Animation Guild Executive Board approved the renewal of our Digital Tutors Group account. Digital Tutors slightly raised the cost to us which forced us to up the per-member annual subscription to \$133. Since comparable Digital Tutors annual subscriptions that include reference and project files sell to the general public for almost \$590, this is still an incredible savings for Local 839 members. 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 seats from Digital Tutors and then sells subscriptions to the membership to cover the cost. When a member logs in to the system, as long as a seat is available, they'll have full access to all training materials. 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 continue your training lesson, simply log back in and if there's an open seat, you continue from where you stopped.

### **HOW DO I SIGN UP?**

Send an email to Steve Kaplan ([skaplan@animationguild.org](mailto:skaplan@animationguild.org)) and put "I Want Digital Tutors" as the subject. You will receive instructions on how to make your payment as well as what information you need to provide.



# THE ANTHEM HACK



You have no doubt heard by now that a large swath of the population got

singed by the reported hack of Anthem Insurance. Almost every entertainment union had members that were affected, and the Animation Guild was no exception. Although there's not much substantive to report, the guild sent the following to members:

You are probably aware that the health insurer Anthem has suffered a major breach in its held data. This involves most if not all Motion Picture Industry Health Plan participants. As we write, Anthem hasn't yet provided full information to MPI health plan participants.

What we know is on the [mpiphp.org](http://mpiphp.org) website:

*MPI is aware of the Anthem Blue Cross data breach and is working closely with Anthem Blue Cross to identify if MPI Participants have been impacted. At this time there is NO information available from MPI or Anthem as to whether your specific information has been impacted. Anthem has provided the following links and phone number to call for general information regarding the breach:*

<http://www.AnthemFacts.com>

<http://www.AnthemFacts.com/faq>

Phone: 1-877-263-7995

*MPI will provide additional information as it becomes available. Please continue to check the MPI website for the most up-to-date information.*

This theft of personal data impacts 80 million people across fourteen states. Some members have cancelled credit cards and changed passwords on accounts they believe may have been compromised by this breach. Because we don't know the full extent of the theft of data from Anthem, every MPI participant will have to decide what protective actions to take.

I, personally, don't think that financial data has been compromised. But I, personally, could be wrong.

If you're nervous about it, then go quell the nervousness by rejiggering bank accounts and credit cards. It is, after all, an individual choice. But I have the queasy feeling that in the age of "store everything on the cloud," personal data can be tampered with by many.

And will be.

- Steve Hulett

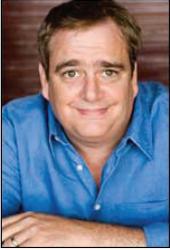


## **TAG GROUP ACCOUNT WITH FXPHD!**

fxphd is a subscription-based online vfx, production, post-production training program offering both application and craft-based courses, online forums for feedback, and vpn connections to licenses to the latest software.

The Animation Guild is excited to being close to finalizing a group account with fxphd! This account would work like our Digital Tutors account in that members would be able to purchase subscriptions to FXPHD through us at a reduced rate. Members would be able to choose a single term or a full year!

Once we have the final details worked out, we will send word out through the website, emails and on the blog. Stay tuned for news on another great training opportunity!!



# FROM THE PRESIDENT

## The Three Most Important Things You Will Ever Read

*(I may be overselling them a bit.)*

### 1. You Are Not Lucky to Be Doing Something You Love

I get it.

You are an artist.

Your whole life you loved to draw.

And you did it a lot and you got really good at it.

You probably even went to school to get better at it.

And then you got a job doing it.

And you feel lucky to be doing something you love.

But you aren't lucky. You are talented.

That studio you work for knows it.

That's why it hired you. It needs you.

You have the power. Don't be afraid to use it.

### 2. New Holidays Are A Raise Everybody Gets.

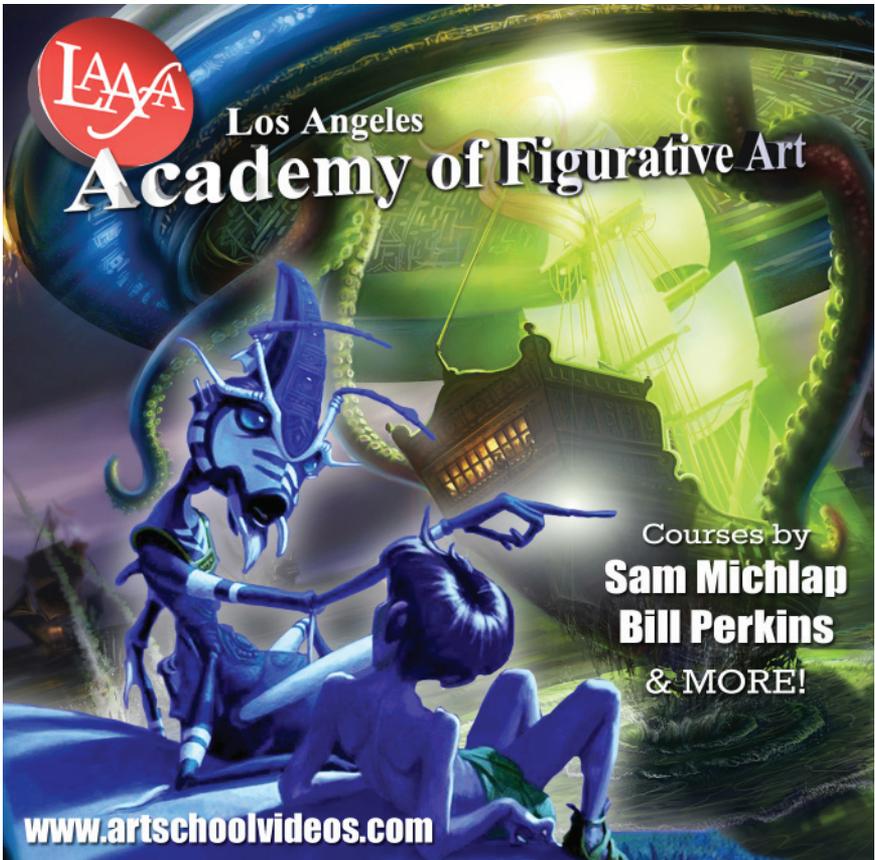
I feel strongly that in the next contract negotiation, we should ask for additional paid holidays. Right now we have eight. Technically, there are nine holidays on our calendar, but some studios take Good Friday, while others take Martin Luther King Day. Frankly, I think all studios should take both. Plus I would like to see us take off Veterans Day and Columbus Day which are both Federal holidays, along with Caesar Chavez Day which is a California state holiday.

Not only would some extra days off help all of us with the stressful shorter schedules we are all under, but it would be give everyone a de facto pay raise. Think about it. When we negotiate raises in our basic contract rates,

we are only increasing the minimums. Anyone who is paid above that rate doesn't see any change. But adding holidays means adding weeks during which you are paid for five days when you actually only work four. In effect giving you raise, no matter what your rate of pay is.

3. I want our union to be more accessible to the members. If any of you have any questions, concerns, comments, funny jokes, compliments or get rich quick schemes, you can always email me directly at [askjack@animationguild.org](mailto:askjack@animationguild.org).

- Jack Thomas



# THE REDESIGNED TAG WEBSITE



the animation guild |

Representing animation artists, writers and technicians since 1952.

IATSE LOCAL 839



For those who haven't visited the Guild website in a while, we think you're in for a treat. The freshly redesigned website was installed on our web address at the beginning of February. The committee of Executive Board members who steered the direction of the new design is excited to finally see it "Go Live". The new site is full of improvements we hope are productive and useful.

Early in 2014, the Guild engaged OPM Design Group (<http://opmdesign.com>) with our wish list of desired features. OPM worked diligently with the Website Redesign Committee to create and implement our requests while keeping contemporary design practices and the latest website technology included. The site now features a responsive design scheme that ensures the same visitation experience throughout your web viewing devices. This contemporary design functionality allows parts of the website to shift and scale to accommodate viewing screens while remaining relatively in the same place giving the site visitor the same experience on a desktop, tablet or mobile device.

We've utilized some new functionality available to better integrate the activity calendar, Gallery 839, Oral History Interviews and Pegboard pages.

The Guild's blog can now live on the website and could be moving there in the near future.

We've also included some brand new features per member and studio requests. There is now a Discussion Forum where Guild members and members of the communities of animation and labor can discuss current events. There is also an online store that will feature merchandise emblazoned with the Guild's logo that can be sold and delivered to you. (we're still finalizing that part, hopefully available soon)

The most exciting new feature to introduce is the Member Profile section. This section was meant to address two concerns that we've faced: Members need an online presence, and employers want a way to contact our members for work. In the Member Profile section, members have the chance to add a profile image, samples of their work, links to their online contact points and presences (email addresses, blogs, social media accounts) as well as check the list of job categories that correspond to their skills. Then, a member is asked to indicate if they are either available for work, available for freelance work or not available.

The Member Profile section also comes with search functionality that employers can use. The search allows the option to select specific job categories, first or last name, or availability and returns all members who have put profiles in on the site who meet those criteria.

The site homepage shows the profile and featured artwork images of members who have opted in to showing their work. Each time the page is loaded, a new set of profiles is randomly chosen. Again, this is optional to members who create profiles, but we highly encourage members to decide to share their work in this way.

Visit <http://animationguild.org> at your earliest convenience and give it a whirl for yourself! We hope you'll find it easy to use while still being helpful and informative.

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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!



# This Month in History

by Tom Sito

Feb. 1, 1887 - California land developer Harvey Wilcox takes out a county deed for a new ranch he called 'Hollywoodland' after the name of an estate his wife admired back in Connecticut. It gave its name to a new town - Hollywood.

Feb 2, 1922 - Twenty one year old Walt Disney starts Newman's Laff-O-Grams in Kansas City.

Feb 5, 1919 - Charlie Chaplin, Mary Pickford, Douglas Fairbanks and D.W. Griffith form the United Artists Studio.

Feb. 5, 1937 - Charlie Chaplin's film *Modern Times* premieres. Chaplin was inspired to lampoon modern technological madness when he was invited to view the auto assembly production lines in Detroit and saw men moving like machines.

Feb 5, 1953 - Walt Disney's *Peter Pan* premieres.

Feb 8, 1914 - THE FIRST TRUE CHARACTER ANIMATION- Windsor McCay's *Gertie the Dinosaur* premieres as part of a vaudeville act. Up to then most U.S. animations were attempts to bring popular newspaper comic characters to life, but Gertie was a new character never before seen. Some critics had wondered if animated characters weren't some kind of man in a special suit, so McCay drew a dinosaur, a character that couldn't possibly be impersonated by a living thing. The brilliant draftsmanship and timing of this film would inspire the generation of Animation artists of the Golden Age of the 1930's-40s.

Feb 9, 1914 - The Max Sennett Keystone short *Mabel's Strange Predicament* premieres. This is the feature where Charlie Chaplin first donned his baggy pants, little mustache and derby to create The Tramp - one of the most beloved characters in cinema history.

Feb 10, 1940 - MGM's *Puss gets the Boot*, the first Tom and Jerry cartoon and the first collaboration of the team of Bill Hanna and Joe Barbera, premieres.

Feb 11, 1976 - Chuck Jones' TV special *Mowgli's Brothers* premieres.

Feb 13, 1886 - Artist Thomas Eakins resigns his professorship at the Philadelphia Academy of Art in disgust after he was attacked for having male nudes in his art class with women as students.

Feb 13, 1937 - Hal Foster's comic hero Prince Valiant first appears.

Feb 14, 1931 - Tod Browning's film of the play *Dracula*, starring Hungarian actor's union organizer and recreational morphine addict Bela Lugosi, premieres.

Feb 19, 1960 - Bill Keane's "Family Circus" cartoon strip debuts. Bill Keane is the father of animator Glen Keane and the young son Billy in the strip is modeled on him.

Feb 20, 1925 - Willis O'Brien's silent movie *The Lost World* premieres. The stop motion animation of dinosaurs and exploding volcanoes issues in a new era of special effects films.

Feb 22, 2009 - *Slumdog Millionaire* wins Best Picture and Best Cinematography at the 81<sup>st</sup> Academy Awards. The first movie shot completely digital, with no film used, to be so honored.

Feb 23, 1935 - Walt Disney's Mickey & Donald cartoon *The Band Concert* premieres. This was the first color Mickey Mouse cartoon.

Feb 26, 1991 - At a meeting in Switzerland, Tim Berners-Lee introduced the first Web Browser.

Feb 28, 1953 - Chuck Jones' short cartoon *Duck-Amuck* debuts- called by Steven Spielberg the Citizen Kane of Animation.

**Birthdays:** George Pal, Nathan Lane, Thurl Ravenscroft, H.R. Giger, Marty Sklar, Frank Frazetta, Seth Green, Matt Groening, Faith Hubley, Gahan Wilson, Paul Terry, Simon Pegg, Joe Oriolo, Edward Gorey, Tex Avery, Mister Magoo.

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## Suggest Articles for The Pegboard!

Do you have something you'd like to see in our publication? Send your ideas or requests to [pegboard@animationguild.org](mailto:pegboard@animationguild.org)!

# GET TO KNOW YOUR EXECUTIVE BOARD

## Steve Hulett - Business Representative

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

I needed a job. I also wanted to write for a living. So I applied for work in the Disney Feature Animation story department. I didn't have much professional background, but I got into their training program in the middle seventies, and wrote on a number of features over the next decade.

I was laid off from Disney in the middle eighties. I would tell you it was due to "management change." Management would tell you it was because the new guys running the studio weren't jazzed by my work.

After layoff, I worked for Filmation and WB Animation, and also taught high school English (as many unemployed writers tend to do.) I ran for the elected post of Animation Guild business representative in 1989, won the job, and have been doing the biz rep thing ever since. I'll be retiring from the position at the end of 2016.

### **How many years have you been the Guild's Business Representative?**

Twenty-five years. But it feels like thirty.

### **Why do you think you've held the position for so long?**

I've come to work every day and focused on business. I've gone out to studios and talked to members on a daily basis. (Business agents who don't do interactions with the rank and file tend to be gone sooner instead of later). I've worked to be responsive to members' needs/complaints/frustrations. (Sadly, sometimes you can be more responsive – and effective -- than others.)

The reasons for my longevity? A) I made sure I returned phone calls and did face time with guild members. B) I worked to be cooperative with other elected TAG officers, also to be transparent and available to members. C) Few other people wanted this job.

**What does the Business Representative do? What inspired you to run for the position?**

I ran for the position in '89 because I had served on the guild board for six years, served as Vice-President, and thought I could make the organization more "user friendly." I did a lot of outreach in the early years, phoning members at home and doing studio visits. The companies I dealt with in those earlier times were a lot less corporate and bureaucratic than they are now.

As to the job itself, you file grievances, supervise the guild office staff, negotiate contracts. But that's the bare bones description of the position. A big part of business repping is being an ombudsman, helping members navigate the health and pension plans, assisting with people finding work and securing job training, and providing Dutch Uncle type advice to employees who are embroiled in disputes at work and don't know how to handle an unhappy supervisor or ticked off co-worker.

I tell people that jobs in the animation business are three parts talent/hard work, and two parts politics/luck. If you don't play well with others, you narrow the strike zone for achieving success. (I've learned this the hard way.)

**Is this where you imagined you would have ended up in the industry?**

No. I imagined I would be doing John Lasseter's gig. It turns out I was delusional.

**What would you like to accomplish this term as the Guild's Business Rep?**

Negotiate a good contract. Organize more studios. End my time here at a sprint.

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

Never stop pursuing your dreams and ultimate goals, but recognize that you also have to make a living in the meantime. Savor and enjoy every day you're in the business. (You're making cartoons! One of the highest callings known to humankind!)

Finally, don't take yourself too seriously. We're all on a journey down a bright tunnel, and we're all going to the same place.

# 2015-2016 CSATTF CLASSES

At the time this article is being written, we have been informed as to which classes and vendors have been approved, but have not yet received the new application forms. We are happy to report that new vendors have been approved which brings greater opportunity to receive training that's partially refunded by the Grant. We have received word that approval has been given for the following training vendors:

3Kicks Art Studio - <http://3kickstudio.com/>  
Animation Academy - <http://www.theanimationacademy.com/>  
Animation Mentor - <http://www.animationmentor.com/>  
Art Center at Night - <http://www.artcenter.edu/acn/>  
CGMA - <http://2d.cgmasteracademy.com/>  
Concept Design Academy - <http://conceptdesignacad.com/>  
Gnomon - <http://www.gnomonschool.com/>  
iAnimate - <https://ianimate.net/>  
Los Angeles Academy of Figurative Art (LAAFA) - <http://laafa.org/>  
Microdesk - <http://www.microdesk.com/masterdesign>  
Silver Drawing Academy - <http://www.silverdrawingacademy.com/>

We are also very excited to launch a new training program that will see **fully-funded** (Yes .. **FREE**) training to qualified members in traditional art classes through the Los Angeles Academy of Figurative Art as well as popular software packages like Toon Boom Harmony and Storyboard Pro, Adobe's Photoshop, Illustrator, InDesign, and After Effects, Zbrush, Maya, Modo Nuke and Houdini. The software classes will be held both at the Guild and at various locations around the San Fernando Valley. The qualifications for this program are a bit different than the vendor program, and will see opportunities for many more members to participate!

As soon as the application forms are received, we will message the membership through the website, blog, email, twitter and facebook accounts. If you know of anyone who would be qualified to teach any of the software or drawing classes, or would like further information, please contact Steve Kaplan at [skaplan@animationguild.org](mailto:skaplan@animationguild.org).

Gallery 839

presents:

KUBE<sup>2</sup>

Debuting new work!



artist reception

March 6th 2015, 7pm to 10pm

light refreshments

1105 N. Hollywood Way

Burbank, CA 91505

(818) 845-7000

[www.alexandrakube.com](http://www.alexandrakube.com)

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**02/2015**