

Pegboard

ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS
Los Angeles, California, September 2015 Vol. 44, No. 09

ANIMATION GUILD RATIFIES NEW AGREEMENT

The members of The Animation Guild, Local 839 IATSE, have overwhelmingly ratified the new 2015-2018 agreement, which the Guild negotiated with animation studios represented by the Alliance of Motion Picture and Television Producers (AMPTP) over the three days between June 29 to July 1 of this year. The Guild, though one of the West Coast production locals in the IATSE, negotiates separately from the IA's west coast bargaining unit. Percentage-wise, the Animation Guild's overall ratification vote ran 68% higher than in 2012, thanks in large part to the implementation of an online voting system used for the first time.

The new collective bargaining agreement includes 3% annual wage increases to contract minimums, a 10% pension increase, and 30% increases for Motion Picture Industry Pension and Health Plan contribution hours under Animation Guild's unit rates as well as new language adopted into the New Media Sideletter that mirrors what was bargained by the IATSE into the Hollywood Basic Agreement. Additionally, a new pay structure and higher benefit contributions were negotiated for freelance Timing Directors.

Animation Guild Business Representative Steve Hulett reported on the TAG Blog:

The members have spoken. We had higher voter participation in the contract ratification than three years ago. Something like 50% higher.

One of the reasons this contract was approved by a wide margin was, animation has the wind at its back. Animation is doing huge business across every platform: Theatrical features. Subscription Video on Demand. Cable networks. Broadcast networks. And animation continues to be one of the most profitable corners of the motion picture industry.

With cash flows as wide as the Mississippi, it's hard for companies to argue that they need relief. To their credit (for once), they didn't.

New copies of the contract will be sent to the membership, as well as shared on the Guild's website, as soon as it becomes available. The 2015-2018 wage minimums are available on the Contract and Wages page of the website for convenience at <http://839iat.se/2015-2018-wages>.

MEMBER ARTWORK NEEDED FOR THE 2016 GUILD CALENDAR!!

Vice President **KAREN JOHNSON** is assembling the 2016 Animation Guild calendar and wants to hear from **YOU!** If you would like your artwork featured in the next Guild calendar, email Steve Kaplan (skaplan@animationguild.org) the following information:

- * A link to your Animation Guild Member Profile section
- * Your three preferred months to be featured (we'll do our best to accommodate)
- * A short bio to be included on the month your work is showing

ALL ABOUT HOURLY GUARANTEES

The wage survey on pages 6 and 7 has a small but **very important note** in the header:

For comparison purposes, all salaries are computed on a forty-hour week.

The minimum wages in the collective bargaining agreements are calculated based on a forty-hour week — that is, without any overtime. However, a lot of members’ wages are calculated to include a set amount of what’s sometimes called “pre-paid overtime” — a certain number of additional hours that are paid as overtime, regardless of whether they are worked.

The wage survey adjusts all responses to reflect a forty-hour week, because it would be almost impossible to compare a weekly salary based on forty hours of straight time with a salary that includes pre-paid overtime. For example, let’s say you’re paid \$2,200 per week, based on a forty-five hour week — that is, forty hours of straight time plus five hours of time-and-a-half overtime.

To calculate your salary based on a forty-hour week, you would need to do the following calculations:

Subtract 40 from 45:..... $45 - 40 = 5$
 Multiply 5 by 1.5:..... $5 \times 1.5 = 7.50$
 Add 40 and 7.50:..... $7.50 + 40 = 47.50$
 Divide your weekly wage by 47.50; the result is your hourly wage:..... $\$2,200 \div 47.50 = \46.32
 Multiply by 40 to get your forty-hour salary:
 $\$46.32 \times 40 = \$1,852.63$

That’s a difference of over \$340 per week between your pay and the forty-hour-per-week salary on which the CBA minimums and the wage survey are based.

The hours per week on which your salary is based should be on your paystub; if it is not, or if you have any questions about how it’s calculated, ask your payroll department or call the Guild office at (818) 845-7500.

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the animation guild

IATSE LOCAL 839

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THE ANIMATED PRODUCTIONS AMONG US

From time to time we put up a roster of teevee shows and theatrical features being made in the Southern

California area of Cartoonland. We try to be reasonably comprehensive, but we're constrained by

- 1) A reluctance to list stuff that hasn't been announced (although we screw up), and
- 2) A lack of total knowledge.

This list is was originally posted on the Guild's Blog where it is regularly being modified as members and studios contact the Guild with corrections and updates. If you know of changes or want to stay updated, follow the post at <http://839iat.se/2015-prod-post>.

LOS ANGELES PRODUCTION WORK

Bento Box

Legends – multi episodes
Bob's Burgers – multi episodes ...

Cartoon Network

Power Puff Girls – multi episodes
Ben 10 – multi episodes
(Above shows = high international demand.)

Regular Show – multi episodes
Adventure Time -- multi episodes
Stephen Universe – multi episodes
Clarence – multi episodes
Royals – multi episodes
Uncle Grandpa – multi episodes
Mixels - episode
(Additional unannounced shows in development for multiple distribution platforms.)

Cosmic Toast (non-signator)

La la Loopsy – multi episodes

Disney Television Animation

Star Vs. Forces of Evil – multi episodes
Mickey shorts – ongoing.
Mickey and the Roadster Racers (CG show) – multi episodes
Tangled – multi episodes
The Lion Guard – multi episodes
The 7D -- multi-episodes
Unannounced fairy tale -- development
Pickle And Peanut – multi episodes
Future-Worm! – multi episodes
Duck Tales – multi episodes

Billy Dilley's Super Duper Subterranean Summer – multi episodes
Wicked World – multi episodes
Sophia the First – multi episodes
Puppy Papers – multi episodes
Elena of Avalor – multi episodes
(Wrapping things up (so far as we know): Wander Over Yonder; Gravity Falls; Penn Zero)

DreamWorks Animation

Kung Fu Panda 3
Trolls
Puss in Boots 2
(Other jams and jellies in development).

DreamWorks Animation TV

Croods – multi episodes
Veggie Tales – multi episodes
Peabody and Sherman – multi episodes
King Julien – multi episodes
Dinotrux – multi episodes
Puss in Boots – multi episodes
Unannounced projects – multi episodes
Dragons of Berk – multi episodes

Film Roman – Starz

Spiderman – multi episodes
Mega Man
Simpsons – multi episodes

Fox TV Animation

Family Guy – multi episodes
American Dad – multi episodes

Hasbro

Rescue Bots – multi episodes
Transformers: Robots in Disguise
Micronauts (2D series)

Illumination Entertainment

Some feature story work done in L.A.; production at the MacGuff studios in Paris.

Marvel Animation Studios

Newer Super Hero project
Avengers Assemble – multi episodes
Guardians of the Galaxy – multi episodes

Nickelodeon

Pinky Malinky
Shimmer and Shine
Pig, Goat, Banana, Cricket

(see ANIMATED PRODUCTIONS AMONG US, page 4)

ANIMATED PRODUCTIONS AMONG US

(continued from page 3)

Loud House
Harvey Beaks
Sanjay and Craig
Teenage Mutant Ninja Turtles
Breadwinners
Spongebob Squarepants
Fairly Odd Parents
(The above are multi-episoded, in various stages of work.)

Paramount Animation

Multiple Feature Projects in Development

Six Point Harness (non-signator)

Hollow Gauntlet

Shadow Machine (non-signator)

Bojack – multi episodes

Sony Pictures Animation

Smurfs
Medusa
Superbago
Emoji

(There are various projects in and out of work at SPA. Popeye, for instance, has been on and off. Don't know where the switch position for that project is right now. And please note that Sony Imageworks, SPA's production arm, departed the Culver City campus for the Free Money in Vancouver a couple of years ago. The Sony Imageworks campus in CC now houses pre-production only.)

Starburns Industries

Rick and Morty – multi episodes
Animals – multi episodes

Stoopid Buddy Stoodios (non-signator)

Robot Chicken
Bratz
Lego Scooby Doo
WWE Slam City

Titmouse* (Robin Red Breast)

TurboFast – wrapping 2nd season
Fancy Bastards – pilot (waiting series pickup)

Universal Cartoon Studios

Land Before Time
Alvin and the Chipmunks

Walt Disney Animation Studios

Moana
Gigantic

Frozen 2
Wreck-It Ralph 2

Warner Animation Group

Ninjago
Lego Batman
Lego 2
Billion Brick Race
(and various)

Warner Bros. Animation

Scooby Doo Wild West
WWE Meets Jetsons
Be Cool, Scooby Doo
Wabbit – wrapping up ... for now.
Bunnacula – multi episodes
Justice League Action – multi episodes
Mike Tyson Mysteries – multi episodes
Teen Titans Go! – multi episodes
DC Girls (online show)
Green Eggs and Ham (online show)
(Unannounced shows in development.)

Wild Canary

Miles From Tomorrowland
Sheriff Callie

And of course there are various non-signator* studios out there: Moonscoop, Renegade, ADHD, Rough Draft, etc. If you know what's going on in these places, feel free to leave comments on the blog post. (<http://839iat.se/2015-prod-post>)

- Steve Hulett

In memoriam

Visual Development Artist **HANI EL-MASRI** died on August 24. He worked at Dreamworks and Warner Bros. Feature Animation.



Ink and Paint Artist **DONNA COONEY** died on July 29 at 95 years old. She worked at Filmation, Bakshi-Krantz, Hanna-Barbera, Walter Lantz Productions, and Warner Bros. Cartoons



Layout Artist **ROCCO PIRRONE** died on July 22 at 90 years old. He worked at Filmation and Associates.



Cel Painter **ABIUD ALVAREZ** died on June 14. He worked at Hanna-Barbera.



FIVE FACTS THAT YOU SHOULD KNOW ABOUT YOUR DUES

FACT ONE

There are actually several levels of dues, based on your rate of pay per our constitution. The highest level, paid by almost 80% of the union is currently \$108 per quarter. The lowest level, paid by four people, is \$72 per quarter.

FACT TWO

When you pay your dues, TAG does not keep the majority of the money. Here is a breakdown of where the money goes. We are a local union under IATSE – they take \$51.00. Then District 2 of IATSE, of which we are a member, chips off another \$0.75. And we have to give \$2.10 and \$1.65 to the California Labor Federation and LA County Federation respectively. Leaving us less than half the dues to run the local with. A whopping \$52.50 out of the original \$108.

FACT THREE

The Animation Guild has not raised its portion of your dues since 1984. That’s right, 1984. The year Apple released the Macintosh computer. Don’t believe me? Google it on your iPhone. Back then, TAG had 1226 active members. In 2015, we now have 3675 active members.

FACT FOUR

All the increases in dues since 1984 have gone straight to our parent union, IATSE. Whenever they raise the “per capita tax” to the locals, our constitution mandates an automatic pass through of the increase to our members.

FACT FIVE

Our dues are extremely low compared to other IATSE locals.

LOCAL	MIN DUES /QTR	MAX DUES/ QTR	MEMBERSHIP
839- Animation Guild	\$72.00	\$108.00	3675
44- Props	\$50.00	\$241.00	6103
80- Grips	\$50.00	\$200.00	3248
600- Cinematographers	variable	\$1,125.00	7950
695- Sound Technicians	\$88.58	\$211.32	1833
700- Editors	\$114.00	\$302.00	7429
705- Costumer	\$41.00	\$140.00	2002
706- Makeup/Hair	\$111.81	\$221.79	1912
728- Lighting	\$240.00	\$240.00	2460
729- Painters	\$248.00	\$248.00	872
800- Art Directors	\$130.00	\$410.00	2249
829- Scenic Artists	\$102.00	\$180.00	4027
871- Script Supervisors	\$98.00	\$185.00	2076
884- Studio Teachers	\$255.00	\$255.00	105
892- Costume Designers	\$162.00	\$259.00	872
AVERAGE (compared to 839, excluding 600)	\$130.03	\$237.93	

That’s right, if you average out the other locals’ dues (excluding 600 with their very high max rate) the average minimum rate is significantly higher than our maximum dues rate. And the average maximum rate is twice ours.

- Jack Thomas

Member wage survey, 2015

Once a year, we anonymously poll all members listed as having worked at union shops in the previous twelve months, asking them what they have most recently been paid. The results are a barometer of the "going rates", as opposed to the CBA minimums. For comparison purposes, all salaries are computed on a forty-hour week.

Categories	Responses	Journey minimum ⁵	2015 WAGE SURVEY			2014 WAGE SURVEY		
			Minimum	Median ³	Maximum	Median ³	Change	
Writers (response: 5%) ^{1,4}								
Staff story editors ⁴	—	—	\$2,187.50	\$2,706.25	\$3,500.00	\$2,531.25	\$175.00	
Staff writers (feature)		\$1,728.24	\$2,231.58	\$3,157.89	\$6,736.84	\$3,090.91	\$66.99	
Staff writers (TV, etc.)		\$1,728.24	\$1,065.71	\$2,200.00	\$3,517.50	\$2,000.00	\$200.00	
<u>UNIT RATES</u>								
Features:								
Scripts	7	\$8,923.83	\$8,000.00	\$10,000.00	\$15,000.00	\$10,000.00	\$0.00	
22 minute:								
Scripts	20	\$5,932.24	\$5,932.24	\$8,000.00	\$10,000.00	\$8,000.00	\$0.00	
Outline	2	\$1,688.13	\$921.98	\$1,305.06	\$1,688.13	\$1,910.08	-\$605.03	
Pilot	2	\$7,620.37	\$5,000.00	\$7,500.00	\$10,000.00	\$10,000.00	-\$2,500.00	
11 Minute								
Scripts	9	\$3,095.14	\$2,202.55	\$4,044.08	\$5,000.00	\$3,964.00	\$80.08	
Producers (response: 2%) ^{1,4}								
Directors/Timers (response: 10%) ^{1,4}								
Directors (features, D-T-V) ⁴		\$1,987.44	\$2,250.00	\$2,743.75	\$4,000.00	\$3,800.00	-\$1,056.25	
Directors (TV, etc.)		\$1,987.44	\$1,437.50	\$2,414.06	\$4,381.90	\$2,500.00	-\$85.94	
Timing Directors		\$1,624.28	\$1,462.50	\$2,075.00	\$4,050.00	\$1,824.43	\$250.57	
Assistant Directors		\$1,624.28	\$1,656.25	\$1,793.75	\$2,640.63	\$1,563.04	\$230.71	
<u>UNIT RATES:</u>								
Animation Directing, per foot	12	—	\$3.00	\$3.00	\$3.50	\$3.00	\$0.00	
Story Art (response: 26%) ^{1,4}								
Story Artists (features, D-T-V)		\$1,728.24	\$800.00	\$2,227.27	\$4,500.00	\$2,100.00	\$127.27	
Production Board (TV, etc.)		\$1,987.44	\$1,054.55	\$2,000.00	\$4,000.00	\$2,000.00	\$0.00	
Story Artist/Writer		—	\$1,437.50	\$2,050.00	\$2,250.00	New Category	--	
Revisionists		\$1,479.04	\$1,221.05	\$1,600.00	\$2,300.00	\$1,600.00	\$0.00	
<u>UNIT RATES:</u> ⁴								
2 Minute Song Sequence	3	—	\$5,000.00	\$6,000.00	\$6,000.00	New Category	\$50.00	
11 min boards, per page	3	—	\$400.00	\$600.00	\$600.00	\$550.00	\$50.00	
11 minute boards, per ep.	3	\$1,579.24	\$1,250.00	\$4,000.00	\$9,000.00	\$1,500.00	\$2,500.00	
Half hour boards, per page	7	—	\$600.00	\$600.00	\$600.00	\$600.00	\$0.00	



THIS MONTH IN ANIMATION HISTORY

Sept. 1, 1928 - Paul Terry premieres his sound cartoon RCA Photophone system for a short called "Dinner Time". Young studio head Walt Disney

came by train out from Los Angeles to see it. He telephoned his studio back in L.A. "My Gosh, Terrible! A Lot of Racket and Nothing Else!" He said they could continue to complete their first sound cartoon "Steamboat Willie".

Sept. 3, 1930 - The first issue of the Hollywood Reporter debuts.

Sept 3, 1939 - British Prime Minister Chamberlain's announcement of war with Germany interrupts the Disney cartoon *Mickey's Gala Premiere* showing on BBC television. Television shuts down for the duration of the war. In 1946, the BBC television service resumes with an announcer stating: "Well now, where were we?" and then the Mickey cartoon from the point where it was stopped.

Sept 3, 1960 - The Hanna-Barbera show *Lippy the Lion and Hardy-Harr-Harr* premieres.

Sept 6, 1969 - DePatie-Freleng's *The Pink Panther TV Show* premieres.

Sept. 7, 1963 - Mushi productions cartoon series *Tetsuan Atomo* debuts in the U.S as *AstroBoy*.

Sept. 7, 1984 -The Walt Disney Company Executive Board formally replaces CEO Ron Miller with Michael Eisner.

Sept. 8, 1966 - Gene Roddenberry's *Star Trek* debuts. That season it ranks 52nd in the Nielsen ratings, behind #1 "Iron Horse" starring Rory Calhoun. It is canceled after two seasons but a letter writing campaign won it a third season. *Star Trek* then finds a new life in syndication. The cult fan base (called *Trekkies*) keeps the memory of the show alive for ten years until Paramount feels compelled to revive it to cash in. First as an animated series, then a series of feature films, and then spin-offs.

Sept. 9, 1908 - Thomas Edison, Charles Pathe and Leon Gaumont form the Motion Picture Patents Group called the "Trust". Their attempt to monopolize movie production and strangle off their independent competitors has a lot to do with the early filmmakers exodus to Los Angeles.

The only positive result of the trust is a regular industry standard for film stock of 35 mm running at 24 frames per second. The Mitchell Camera Company, developing a motorized motion picture camera to replace the hand crank variety, needed an official speed to set the film past the film gate. In a contentious meeting of the Trust, the compromise was made to make it the number of delegates in the room - 24.

Sept. 9, 1926 - The National Broadcasting Company (NBC) is created by Radio Corporation of America (RCA). Under the direction of David Sarnoff it becomes the powerhouse network of broadcasting, recording and then television.

Sept. 9, 1967 - Jay Ward's show *George of the Jungle* premieres which included Super Chicken and Tom Slick sequences.

Sept. 10, 1966 - Hanna Barbera's *Frankenstein Jr. and the Impossibles* debuts.

Sept. 10, 1968 - Hanna Barbera's *Space Ghost and Dino Boy* debuts.

Sept 11, 1960 - Terrytoon's *Deputy Dawg* TV show premieres.

Sept 11, 1966 - *Kimba the White Lion*, the first color animated TV series in Japan, debuts in the U.S.

Sept. 11, 1971 - *Jackson 5ive* Saturday morning cartoon show premieres.

Sept. 11, 2001 - A coordinated series of attacks against the United States are committed by members of the Islamic terrorist group Al-Qaeda.

Sept, 12, 1941 - The Animator's Strike at Walt Disney Studio, which had been going on since May 30th, finally ends. The NLRB, with a lot of behind the scenes arm-twisting from the Bank of America, settles the dispute. Walt Disney has to recognize the cartoonists union, give screen credits, double the salaries of low paid workers retroactive to May 29th and re-hire animator Art Babbitt. Walt immediately gets on a train to Washington to try and convince the feds to reverse the decision or get an injunction in court. He fails. Ironically, within a few months, World War II breaks out and artists who had been bitter foes over the strike would work side by side in the U.S. Army Picture Unit.

Sept. 13, 1969 - Hanna Barbera's *Scooby-Doo, Where are You?* and *Dastardly & Mutley and their Flying Machines* premieres.

Sept. 13, 1979 - On his birthday, animator Don Bluth quits the Walt Disney Studios and takes a third of the top artists with him. Bluth becomes Disney's most serious rival since Max Fleischer and helps spark the animation renaissance of the 1990s. A whole new group of young talent (known as *Bluthies*) begin to exert great influence throughout the animation business.

Sept 14, 1968 - Filmation's *The Archie Show* premieres.

Sept. 14, 1985 - Disney's TV show *Adventures of the Gummi Bears* debuts.

Sept. 16, 1949 - Chuck Jones' *Fast and Furry-ous*, the first Road Runner-Coyote cartoon, premieres.

Sept 17, 1972 - Filmation's *The Groovy Ghoulies* show premieres.

Sept. 20, 2001 - Hayao Miyazaki's *Spirited Away* opens in the US.

Sept. 21, 1985 - "Money for Nothing" by Dire Straights hits #1 in the Billboard charts. Writer Mark Knopfler was inspired by a workman in an electronics store making fun of celebrities on MTV and wrote the conversation down. The CG animation done by London company Mainframe. <http://839iat.se/mfn-video>

Sept. 22, 1979 - Hanna Barbera's *The Super Globetrotters* cartoon, featuring Multi-Man, Sphere Man, Gizmo-Man, Spaghetti-Man and Fluid-Man, premieres.

Sept 23, 1962 - H& B's show *The Jetsons* premieres in prime time. It is the first ABC show to be presented in color. *Jane! Stop this Crazy Thing!*

Sept. 24, 1938 - Bob Clampett's cartoon *Porky in Wackyland* premieres. (Foo!)

Sept. 25, 1984 - **THE RUBBERHEADS STRIKE**-Disneyland workers including the actors who stroll the park in big Mickey and Goofy heads go on strike.

Sept. 26, 1941 - Max Fleischer's *Superman* cartoon debuts. Max warns the studio that animating human movement would be much more expensive than the usual short cartoons (\$90,000 to the usual \$34,000) but Paramount wanted them. After a dozen shorts, Paramount accused the Fleischers of spending too much money. <https://youtu.be/sjdnCC6n4xk>

Sept. 26, 1983 - Filmation's *He-Man and the Masters of the Universe* opens in syndication.

Sept 27, 1961 - Hanna & Barbera's show *Top Cat* premieres.

Sept. 27, 1977 - Warner Bros animator/director Bob McKimson, dies of heart failure in front of Friz Freleng and Yosemite Sam animator Gerry Chiniquy while having lunch. Fellow artist Art Leonardi asks Bob for a souvenir drawing that morning, and Bob draws a Bugs Bunny. As he was leaving Art reminded him that he neglected to sign it. "Oh, I'll get to it after lunch..."

Sept 28, 1928 - William Paley, son of a cigar manufacturer, becomes president of CBS broadcasting. He turns it into a corporate broadcasting giant, and threw his support behind developing television and long playing records.

Sept. 28, 1967 - *Speed Racer* premieres in the U.S.

Sept. 29, 1959 - Hanna Barbera's *Quick Draw McGraw* TV show premieres. Baba Looey and El Kabong!

Sept 29, 1996 - The first Nintendo 64-bit game system, the Nintendo⁶⁴, debuts in the US. It sold 500,000 the first day.

Sept 30, 1919 - The Fleischer Brother's first *Out of the Inkwell* Series cartoon featuring Koko the Clown premieres. Koko was "rotoscoped"- meaning traced from live action (*much like Motion Capture does today*). Dave Fleischer put on the clown suit and was filmed by his brother Max. Dave had originally bought the clown suit, in case their business went under, and he needed to work.

Sept 30, 1928 - Walt Disney and his crew record the soundtrack and music for the first Mickey Mouse short, *Steamboat Willie*.

Sept. 30, 1960-Hanna Barbera's *The Flintstones* debuts. For six seasons in prime time the inhabitants of 301 Cobblestone Lane, Bedrock, became one of the most iconic TV series ever. Originally going to be named the Flagstones, then Gladstones, before Flintstones. It was the first TV show to dare show a visibly pregnant Wilma Flintstone.

Birthdays: Thomas Nast, Mike Lah, Norm Ferguson, Marge Champion, Eric Larson, Sergio Aragones, Fred Moore, Raymond Scott, Pinto Colvig, Don Bluth, Roald Dahl, Yuri Norshteyn, June Foray, Frank Tashlin, Nancy Beiman, Chuck Jones, Brad Bird, Billy Bletcher (*the voice of Pegleg Pete*), Jim Henson, Arnold Stang, Cervantes, Russ Heath

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With Stephen Silver
October 19th
7:00 - 10:00 pm

CHARACTER GESTURE DRAWING
With Stephen Silver
October 21st
7:00 - 10:00 pm

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9/2015

Get on the list!

If you're a member of the Animation Guild, active or inactive, you ought to be listed - on our e-mail list, that is.

Over 3,000 of our members (active and inactive) use the TAG mailing list to keep up with events and matters of interest. And we use the list to inform members of job listings, both union and non-union.

We do not accept paid advertising and we do not allow any third parties to have access to our database.

To get on the list, go to:

<https://animationguild.org/about-the-guild/email-list/>

You should get an acknowledgement within one business day.

BOOKMARK
THE TAG BLOG
animationguildblog.blogspot.com

Save your pay stubs ... and *check them!*

You may have noticed us saying this in the *Peg-Board* from time to time, but it's more than just a slogan. It's important for every member to save their pay stubs, for a variety of reasons.

If you are having deductions taken from your pay into the Animation Guild's 401(k) Plan, it's a good idea to check your pay stubs regularly to **make sure the contributions are continuing**. This is especially true if you have switched employers, or if you work for a company that pays through a payroll service and you have switched projects or started a new season.

If there's any dispute with your employer about your rate of pay, overtime, etc., your pay stubs are your proof of what you are (or are not) being paid. Your pay stubs can also be used to compute your hours for the purposes of determining eligibility for health insurance, or if there is a discrepancy with the Health Plan's records. And pay stubs are the easiest proof of employment for CSATTF tuition reimbursement.

If you can't produce your stubs, it makes it a lot more difficult for us to help you.