

# Pegboard

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## **SPECIAL**

## Election Edition

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ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

Los Angeles, California, October 2016

Special Election Issue

### **2016 Animation Guild Election: Officer Statements**

This special issue of The Peg-Board is devoted to statements of the candidates for election to contested positions in this year's Animation Guild officer elections.

All active members who pay their balances in full at the Guild office by 5 pm on November 11, 2016, will be eligible to have their ballots counted in the election on November 12.

Ballots must be received by the Election Judge by November 12; the results will be announced in the November Peg-Board and on the e-mail list and TAG Blog on November 14th. The elected officers will be sworn in on December 6th.

If you have any questions or wish to receive a duplicate or replacement ballot, contact the Election Judge:

Robi Rivera  
American Arbitration Association  
(626) 260-7700

# 2016 OFFICER NOMINEES

## **PRESIDENT/ INTERNATIONAL CONVENTION DELEGATE**

Laura Hohman (unopposed; incumbent Executive Board Member)

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## **BUSINESS REPRESENTATIVE/ INTERNATIONAL CONVENTION DELEGATE**

1. MacLeod, Jason
  2. Smith, Larry (incumbent Executive Board Member)
  3. Tataranowicz, Tom
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## **VICE-PRESIDENT**

Karen Carnegie Johnson (unopposed; incumbent Vice-President)

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## **RECORDING SECRETARY**

Paula Spence (unopposed; incumbent Executive Board Member)

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## **SERGEANT- AT- ARMS**

1. Leong, Ray
  2. St. Pierre, Robert (incumbent Sergeant-At-Arms)
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## **EXECUTIVE BOARD**

*vote for no more than eleven (11)*

1. Anderson, Lisa
2. Atkinson, Zachary
3. Banker, Mark
4. Barry, Bronwen (incumbent Executive Board Member)
5. Chlystek, David (incumbent Executive Board Member)
6. Conway, John
7. Flores, Bill (incumbent Executive Board Member)
8. Hecht, Lauren
9. Hunter, Llyn
10. Jarratt, Brandon

11. Jennings, Andrew
12. Jones, Cathy (incumbent Executive Board Member)
13. Kaplan, Steven
14. King, Jeanette Moreno (incumbent Executive Board Member)
15. Knapp, Spencer
16. Mayer, Jason (incumbent Executive Board Member)
17. Moore, Kevin
18. Morris, Michael
19. Polcino, Dominic
20. Shair, David
21. Smith, Myoung
22. Stephenson, Candice
23. Thomas, Dave (incumbent Executive Board Member)
24. Weinstein, Phil
25. Woo, David

The rest of this edition is dedicated to these nominees to express their running statements. All nominees had 100 words, except for the Business Representatives, who were allowed 300.

## BUSINESS REPRESENTATIVE NOMINEE STATEMENTS

### MACLEOD, JASON

Dear Members,

My name is Jason MacLeod and I'd like your vote for Business Representative. I've worked in animation and visual effects for twenty years, the last seventeen at Disney Animation Studios.

I've been the shop steward there for eight years and helped negotiate our most recent contract.

I care about our Guild and our members and feel we need a strong union to counterbalance studio management. The current wage-fixing scandal makes it clear that we need to work together as a group. I will provide leadership and expertise to create an environment in which we do that.

With so many different job classifications in our union, it can be hard to find common ground. Quality of life is something we all can relate to. Low rates, excessive overtime and unreasonable tests- these things all negatively affect quality of life for our membership. With the Executive Board, I want to find and implement solutions to these issues, and negotiate for you to improve our working conditions in 2018.

As Business Representative, I will act in your interest. We will continue to defend our contracts and benefits. We'll provide a community and culture to support and inform you, and we'll improve on our approach to doing so. The recently passed dues increase will help us upgrade the member database- which in turn will let us do a better job of serving you. We'll also staff to maintain a strong, visible presence in studios. We'll deliver more value to you, our members.

I want you to be happy to see me or any Guild representative, and I want you to be proud to be an Animation Guild member.

I respectfully ask for your vote. Please put me to work for you.

Jason

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

**SMITH, LARRY**  
**(INCUMBENT EXECUTIVE BOARD MEMBER)**

I am Larry Smith and I want to be your Business Representative.

I started in animation when I was 16, and am currently a Timing Director on The Simpsons. I am a shop steward, and have participated in our contract negotiations, union conventions and currently serve on our Executive Board. My wife Myoung Smith, and our two children, are all active members of 839.

I have always believed in, and supported our union. For many years, I worked hard to unionize Film Roman. When we finally got them to the table, they just wouldn't sign. I volunteered to go to the producers with the threat of a strike vote, successfully forcing their hand.

TAG is the finest example of what a union can be. Today, we are bigger, busier and stronger than ever before. Animation is booming, and producers are raking in huge profits from our creative work. Now is the time for us to get a greater piece of that pie.

Our next negotiation will be an opportunity to make many great inroads starting with New Media. It is not "new," and must pay as much as any other production. I attended all of the recent craft meetings and heard firsthand which issues are important to you. My three years on the board has taught me how we can use our strengths to get things done. I pledge to hone our issues, and to stand up and fight on your behalf.

At the last convention, I heard something that really struck a chord, "We are not a union, we are in union together." That togetherness is our real strength, and at this point in time, we are Stronger than Ever!

## TATARANOWICZ, TOM

In my career I've been Producer, Director, Writer, Artist. Union Board/Negotiating Committee member. Created Series and Features. Operated Studios.

Now I'm running for Business Representative. Why? Simple: Because I care deeply about the Union... the Members. Always have.

Detroit roots hardwired me as 100% pro-Union. Elected to the Cartoonists' Executive Board, I served for a decade. Union ethic followed as I became Producer at Fimation, where I negotiated against Lou Scheimer. Operating studios such as Marvel, and my own studio, I am a steadfast "Union Employer." No Grievances. It's easy to be fair.

As Guild Artist, I understand Membership concerns. What should realistically be expected of us. What we want; are entitled to. Fair treatment. Most importantly... our Future.

As Independent Producer, I've negotiated millions in contracts. I speak "Studio"... understand their concerns... their production problems. But as an Independent, I don't owe any allegiances. So my diverse experience uniquely positions me to navigate both worlds.

There are realistically creative solutions for successful Labor/Management "partnerships." We need them. They need us. It's easy to be fair. Well... hopefully.

You may say, "That's all fine and good, but..."

Fair enough. Unions don't only engage Management. There's equal responsibility to build Member Unity... Camaraderie... Pride... Develop our Creative and Technical skills. Our knowledge.

Battles to win? Here's some: Union approved tests. Unpaid overtime. "New Media."

Plans? You bet! Creative Intellectual Properties Registry. Festival & Emmy Coordination. Emergency Fund. Technology upgrades. High profile SAG and WGA speakers. Active, ongoing Job Updates.

Goal? Guiding TAG into an ever-changing, prosperous future with innovative solutions.

The last 20+ years have been good. We've all been fortunate to tell stories for a living. Expanding markets and technologies mean even better years ahead. If elected, it will be my honor to strive for all that may be.

## **SERGEANT-AT-ARMS NOMINEE STATEMENTS**

### **LEONG, RAY**

Hello Union members, I was among the several dozen artists that were campaigning to unionize Nickelodeon Animation Studio. Upon successfully ratifying a union contract, the studio joined The Animation Guild (Local 839) in 2002 and I have been a union member ever since. While a TAG member, I have served as a Shop Steward at Nickelodeon, Cartoon Network, Bento Box Entertainment, and currently at Dreamworks Animation TV. It would be an honor to increase my involvement in The Guild. This is my first time running for the Executive Board. Please consider me for the position of Sergeant At Arms.

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### **ST. PIERRE, ROBERT (INCUMBENT SERGEANT-AT-ARMS)**

I am formally petitioning to run for a 2nd term as your Sergeant at Arms. I am a strong and vocal advocate of labor with the belief that you and all members deserve a board that cares for, and works to improve your circumstances by positioning ourselves for the strongest, most prosperous future possible. In addition to my position, I am currently helping to create internal training & educational opportunities for our members and I have created signs & graphics to help elevate the visual status of our union. Your vote helps to ensure my efforts in serving you. Thanks.

## EXECUTIVE BOARD NOMINEE STATEMENTS

### ANDERSON, LISA

I work in New Media and I feel that someone with experience should be on the front lines for the next big negotiations battle. Having worked at Nickelodeon both before the CG department was union and after, I know how hard it can be to convince new (and especially young) people to vote to go union, and I also know how great the payoff can be. I will help new and young members of the union realize how important it is to have a strong union and I will make sure that New Media does not become our Achilles' heel.

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### ATKINSON, ZACHARY

I'm running for the Executive Board because I believe that 30 minutes of content is 30 minutes of content. We all put as much hard work and passion into our animated projects as any other type of production. With content now distributed digitally as "new media," the disparity between animation and other productions is being called out. Because animated projects often have lower budgets, the studios think they can pay lower wages. This is unacceptable and we deserve better. I am for higher wages, reasonable schedules, and mailbox residuals because I believe that 30 minutes is 30 minutes.

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### BANKER, MARK

Animation is a multi-billion dollar business. And we are the engine that drives that business. As artists, we deserve a bigger piece of the pie. Let me be a knife that cuts that pie more generously in our favor. Or a spatula that serves that pie to us first. Basically, I'll be any utensil that gets us more pie. And protects our health coverage. And raises new media standards. And fights for sane, livable working conditions. I'm Mark Banker and I approve this message, mostly to use the rest of my allotted words.

**BARRY, BRONWEN**  
**(INCUMBENT EXECUTIVE BOARD MEMBER)**

I've been a proud member of Local 839 since '77, have served on the Executive Board since '93, and am currently an elected Trustee. As I'm sure we are all aware, we have serious business to address prior to 2018- and I'm THRILLED that so many younger members are becoming involved. As an intergenerational board, we will accomplish extraordinary things as we benefit from the rich exchange of experience and new ideas. I would be honored and privileged to be a part of it should you, the Membership, choose to re-elect me. Many Thanks~ Bronwen "Bronnie" Barry

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**CHLYSTEK, DAVID**  
**(INCUMBENT EXECUTIVE BOARD MEMBER)**

To all of my Union friends:  
There are those who will tell you what they hope to do. Here is what I've accomplished in 3 years on the executive board.

- 1) Instrumental in implementing a stronger Shop Steward program
- 2) One of the founders of the Craft meetings program
- 3) Founding member of the Testing Committee. Fighting against the testing injustices.
- 4) Directly responsible for an unprecedented 30% increase in Freelance Health benefits hours, as member of last negotiation committee.

We are in a time of great change, we need strong leadership to better ourselves. I will deliver that.  
Thanks.

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**CONWAY, JOHN**

My name is JJ Conway and my primary goal as an Executive Board Member is to resolve the unpaid overtime issue that plagues our industry. As a storyboard artist I am painfully and personally aware of how complex the problem is, but I also want to resolve it in a way that doesn't encourage studios to outsource even more work. There are no simple solutions, but together we can identify and address the production issues that create unrealistic schedules, while also mending the culture within animation that make us ashamed or afraid to report overtime. Thank you for your consideration.

**FLORES, BILL**  
**(INCUMBENT EXECUTIVE BOARD MEMBER)**

The apathy that I see among my fellow animators needs to be replaced with a sense of responsibility towards each other. Having been in animation for 20 years, I view my coworkers as my extended family. As a family of animators, we have a duty to support one another and to look after ourselves. The best way to do this is to actively participate in the union: the stronger the collective voice, the stronger our bargaining power. Instead of complaining amongst ourselves, we need to make better efforts to attend union meetings where complaints can be aired and actually addressed.

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**HECHT, LAUREN**

I hope you will consider me for a spot on the Executive Board. I have been working in animation for the last six and a half years at both union and non-union studios, and I am grateful to be part of such a talented community! While I have seen a great amount of teamwork everyday on the job, I haven't seen much of it spill over into our union. I want this to change, and I am ready to work hard to engage as many members as possible. I want to see everyone work hard and prosper together. :)

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**HUNTER, LLYN**

No statement submitted.

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**JARRATT, BRANDON**

Howdy! My name is Brandon Jarratt, and I am a general TD at Walt Disney Animation Studios with four years' experience in CG animated film production. During my time in the industry we have seen much growth and change, with increased work at home and abroad as well as the rise of "new media." With all these changes it is more important than ever to have a strong union to ensure that artists are treated fairly. On the exec board I would be committed to growing involvement of newer members, and educating new workers about the benefits of being union.

## **JENNINGS, ANDREW**

Our Guild is comprised of thousands of in demand artists; in spite of overwhelming schedules I've seen a lot of fresh interest in our Union over the last year. The tides of industry are shifting, the world around us is evolving becoming infinitely more complex and connected. We must be diligent to maintain member enthusiasm while also prioritizing the expansion of our position in the global market. I've felt the call to arms and am prepared to invest in the future of all artists in our Union. The Animation Guild is only as strong as the members who actively participate.

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## **JONES, CATHY (INCUMBENT EXECUTIVE BOARD MEMBER)**

Hi, everyone, I'm Cathy Jones, and I'm running for the Executive Board again. I could promise you puppies and kittens, and huge Christmas Bonuses, but the truth is, I can't give you any of that stuff. What I can promise you is that I will do my best to vote in the best interests of all of us, and try not to make too much trouble. And I would be honored to have your vote. Thank you.

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## **KAPLAN, STEVE**

I am interested in being a member of the Animation Guild Executive Board for the same reason I was proud to serve as the Guild's Organizer for five years. My desire to see the Animation industry held accountable for the way the working people who create the content are treated drives my daily activity. I continue to work to organize non-signatory studios and non-union parts of the industry. My participation on the Board would help keep the Guild up-to-date with my activity and help champion the needs of the membership with the International.

**KING, JEANETTE MORENO**  
**(INCUMBENT EXECUTIVE BOARD MEMBER)**

I'm Jeanette Moreno King and I've been active in our union since I took part in The Simpsons union vote in 2005. After serving as shop steward for Bento Box, I was happy to accept a position on TAG's executive board to fill an unexpected vacancy. I've learned a lot about how our union functions in that year and a half.

Renegotiating our e-media (streaming video on demand, such as Netflix) salary minimums and contribution hours is the most important issue to our union's future in this changing media landscape. Negotiations will be tough so we need to meet them

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**KNAPP, SPENCER**

I have been working at DreamWorks Animation for 14 years. I've participated in the union contract negotiations the last two times. I recently attended the IATSE District 2 meeting to help increase the presence of Local 839 on the national stage. If elected to the board, my main focus will be to illustrate the full value of the union to its current and prospective members. Thank you for your consideration.

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**JASON MAYER**  
**(INCUMBENT EXECUTIVE BOARD MEMBER)**

I was appointed to the Executive Board in February, 2015 as a mid-term replacement. At the time of my appointment, The Board didn't have any 3D or feature artists. More than half of this union's 4000 members are CG or feature employees and I want to make sure they have representation on The Executive Board.

I have been a member of The Animation Guild for 12 years, on 13 animated features, working at DreamWorks Animation. I've served as a shop steward and was a member of the committees negotiating the previous two TAG contracts with the Producer's Guild.

## **MOORE, KEVIN**

As an executive board member I will support the aims of a determined community of creative individuals. I will work with the union for a solid agreement in the upcoming contract negotiations to assure we receive a commitment that reflects our contributions to the animation industry. We are a strong force but we can be stronger by expanding our community and securing ties between us that cannot be divided. With an imaginative leadership we can accomplish what we collectively bend our will toward. Please vote for Kevin Moore for executive board. Together we can build a community of creative distinction.

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## **MORRIS, MIKE**

Anyone that knows me knows I'm compulsively helpful! I'm always down to pitch in, to lend a hand, to organize something awesome. I always want to see people getting a fair shake, and thrive in their efforts, and I'd like to do that for the Animation Guild! I'm a Storyboard Artist and Director, I've organized Events for Wacom like last year's Cintiq Showdown at CTNX, Wacom Technology Impact Group, Animation Panels for LBCC, and am always on the lookout for new and innovative ways to further get fellow artists into the spotlight, and see the amazing world of animation grow!

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## **POLCINO, DOMINIC**

I've been working in animation for many years, having directed on Rick and Morty, Animals, HarmonQuest, Family Guy, King of the Hill and The Simpsons. One of my proudest moments was being on the negotiating committee when Film Roman went union. I also enjoyed helping to make Rick and Morty union. If elected I would continue to be a strong advocate for the rights and fair treatment of all our members. I'd also be looking for ways we can expand our members benefits and compensation wherever possible.

## **SHAIR, DAVID**

Alumni of Disney Television Animation; currently attending Warner Brothers Animation. I could write about what I'd like to accomplish including improved union social events, a fair New Media contract, and a reduced environmental impact at our studios. But working in storyboards, I don't have time for any of that. So instead I'll recycle my sixth grade Class Presidential campaign from 1991-1992: more money for the yearbook, guaranteed Pizza Fridays, and a Paula Abdul concert in the auditorium. I might be the New Kid on the Block, but this Fresh Prince is going to bring Hammer Time.

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## **SMITH, MYOUNG**

I have been an animation checker and now a storyboard revisionist at various studios, including Disney, WB, Cartoon Network and Film Roman. I have been blessed to have known many talented people and enjoyed countless wonderful experiences. This business has given me so much . . . now I would like to give something back. As an Executive Board member I believe I can help shape a better future for TAG members by listening to their concerns and devoting my energies to improving our cherished profession. My name is Myoung Smith and it would be an honor to serve you.

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## **STEPHENSON, CANDICE**

Remember ice cream socials?

I won't reinstitute them, I don't have that kind of power (nobody does.) But, here's what I will do: I'll fight tirelessly for our interests as artists, because I believe in what TAG represents.

Qualifications:

- Active in three-year push to get Nickelodeon's CG Team unionized
- Worked on TAG contract as member of Negotiation Committee
- Vocal and active member of TAG

Next three years:

- New Media contract
- Clarification of titles and job descriptions
- Expanded coverage of studios

Long-term goals:

- Take TAG national
- Bring in both VFX and gaming studios

Candice Stephenson: Integrity. Perseverance. Ice cream.

**THOMAS, DAVE**  
**(INCUMBENT EXECUTIVE BOARD MEMBER)**

Our industry has evolved significantly in the last few years. The transition from analogue to digital has created new opportunities for our membership, as well as new problems and new concerns.

Our Union, too, needs to evolve.

If given the opportunity to serve again, I will continue to help steer the Union towards helping all of our members, young and old, with the challenges facing artists in the digital age.

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**WEINSTEIN, PHIL**

What do the Guilds for Writers, Producers, Directors, Actors, Art Directors, and the ASC (Cinematographers) all have in common? Each one has an awards show to honor the best in their field. It's time to raise the profile of the Animation Guild by recognizing the best in our craft. If elected, my goal on the Executive Board will be to create a fully sponsored live telecast Animation Guild Awards show.

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**WOO, DAVID**

My goal is to ensure the guild stays current with the latest technologies and changes in the industry to prevent being taken advantage of by the studios. I also want to provide a voice for the newer members and members of color. 6 years ago, there were no animated shows being produced for streaming services. 3 years ago there were 4 shows made for streaming. 3 years from now in 2019, will we still be making shows for streaming? My goal is to make sure the animation guild stays relevant and becomes a more empowered union at the negotiating table.

**The Animation Guild Local 839 IATSE  
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**10/2016**