

Pegboard

ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

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BALLOTS

TAG elections are upon us and you should soon be receiving your mail-in ballots. All ballots should have prepaid postage, so no one has the excuse that they don't own stamps.

Fill them out and really try and think about who you are voting for. We have several positions that have many interested members, so read all the statements and make an informed decision.

You can only vote for 1 Business Representative, 1 Sergeant-At-Arms, and 11 (eleven) Executive Board Members.

Mail back your ballots so that they are received by the Election Judge before November 12th. It's really just that easy!

CREATE YOUR MEMBER PROFILE!

Member Profiles are open to all members regardless of your current membership status. You can add examples of your artwork, list the job categories that pertain to your skills and add links to your email addresses, social media profiles, websites, blogs and demo reels. Finally, you can indicate if you're available for work or freelance, or if not, indicate a day that you will be. These profiles are searchable by potential employers and therefore could help you find work!

<http://animationguild.org/member-application/>, to create your login. After approval you will be able to start uploading images and showing us your work!

FINAL DRAFT DISCOUNT

Our friends at Final Draft have set-up a coupon code for IATSE members. It will discount Final Draft to \$149 for a full copy or \$59 for an upgrade, which is 40% off the MSRP. The code **L839** is good for 2016.

Simply go to www.finaldraft.com, select the product, enter the coupon code, and the discount will apply.



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the animation guild

IATSE LOCAL 839

CRAFT MEETINGS RECAP #4

CG ANIMATOR/MODELERS, TDS, COMPOSITORS

Review of First Year of 839 Contract: There was a discussion of collective bargaining agreement, how Tech Directors and CG animators are being impacted. At the feature studios (Disney and DreamWorks) overtime is being paid and there have been no major complaints. Production schedules are compressed, but opinions are divided on the negative impacts. Some people like the extra overtime pay; others would prefer more weekends and evenings spent with family. At tv animation studios – principally DreamWorks Animation TV — more work is being piled onto leads and supervisors, with more job stress.

For CG Classifications, there are no job descriptions and no clear parameters about what the jobs entail. This is a problem. Companies can reconfigure and redefine what a CG lead is, what a supervisor is, at a moment's notice. There needs to be some controlling language in the CBA. Business Representative described the history of CG classifications getting into the contract in the mid-90s, when non-Guild tech directors working on "Dinosaur" at Disney agitated to be covered by the contract and to have pay rates track contract rates. At that time, numbered classifications were introduced.

New Media: Studios are hiring artists and tech directors at below contract minimums (this is happening at IA locals covering live-action as well), but studios ARE paying the 6% Individual Account Plan pension percentage at the contractual minimum rate, not the actual rate of pay. The New Media Sideletter (Sideletter N – pp. 99-113 of 839 CBA) enables studios to negotiate freely below minimum rates. The budgetary tiers that would mean 85% of minimums would have to be paid reflect live-action budgets, and animation budgets are way lower so "budget tiers" in the Sideletter are never reached. This was an issue at the last negotiation, will be an issue at next IA and TAG negotiation in 2018.

Simplifying Contract Classifications: There was discussion of simplifying contract categories, keeping categories broad-based and simple and having fewer classifications and categories (Senior artist; junior artist, apprentice artists, trainee). Some CG artists wanted definitions and more specific names in classifications. The Business Representative said that studios had resisted defining classifications in the past, that it might be more doable to get descriptive names in contract than definitions.

There is also an additional concern at some jobs about the combination of different job classifications into one; some people have reported doing multiple jobs in the same deadline, whereas before they only had one. The issue there is that people are taking those jobs and not fighting against the job compressions.

(see RECAP #4 on page 8)

GET TO KNOW YOUR WHITE BALLOTS!

A White Ballot is an Elected Official who was voted into office under no contest. You didn't get a chance to hear their statements, so here they are.

VICE PRESIDENT KAREN CARNEGIE JOHNSON

Hi, I'm Karen Carnegie Johnson, and I'm proud to be continuing as Vice President of The Animation Guild for the next term, my fourth on the Executive Board. My career started back at MTV's "Daria" in NYC, and I've continued to work in TV Animation, doing layout, storyboards, and timing. Currently, I'm a Retake Director on The Simpsons.

I'm a big supporter of modernizing the Guild, pushing the AMPTP during negotiations, and providing the best, most useful services for our members. Recently, I pushed for the inclusion of a 401K home loan option for those purchasing a house – an option that was not available a year ago.

But that's the past. The next three years are going to be exciting ones for TAG. With a new Business Representative, new funding for staff, a passionate Executive Board including Laura at the helm as President, and an active membership, we are ready to build the Guild's next chapter.

That should include improved communication between the Guild and the members, a louder presence within the greater IATSE, and a continued offering of useful, quality classes.

Some specifics I think we need:

- * Staff to talk to you about the reality on your shows. In negotiations, data is power. (i.e. we can't fight ridiculous deadlines if we don't have the information.)
- * Some short YouTube videos to help explain areas with frequent questions; for example, "Welcome to the Union / What does the Union do for me?" and "What are my retirement benefits?"
- * A shaking of our sleepy, invisible presence within IASTE. If we want to go National one day, we need to start making ourselves heard now.

How you see the future of YOUR Guild? Talk to us and stay involved.

And thank you, as always, for the opportunity to serve. :-)

CRAFT MEETINGS RECAP #5

ANIMATION WRITERS

The Animation Guild's fifth craft meeting took place Tuesday night in the Guild meeting hall at 1105 N. Hollywood Way in Burbank California.

It was noted that TAG Vice President Earl Kress passed away five years ago yesterday at age 60. Earl was a prolific, talented writer who was instrumental in securing better conditions for freelance writers, negotiating health benefits for freelancers who wrote two half-hour outlines and scripts.

New Media: There were discussions regarding the Guild's New Media sideletter (pp 99-113 of the CBA), how its production budget tiers are tied to live-action that don't reflect the budgets for animation. New Media will likely be a central issue in 2018 negotiations, and there will be early indications where New Media language is going when the WGA and DGA negotiate their contracts next year.

Some writers at DreamWorks Animation TV are writing at below minimum rates, which is allowed under the sideletter. Animation work that's distributed over the internet (Netflix, Amazon, etc.) comes under New Media. If a negotiated contract fails to be ratified, then contract talks resume until a new agreement is reached or the talks reach impasse. ...

Script Fees: Only one studio has script fees (payments on top of salaries); that studio is Nickelodeon.

General Membership Meeting: Members were encouraged to attend the September 27th General Membership Meeting and run for the board or an officer position, since several officers and board members are departing.

Bank of Hours: Why hasn't the Motion Picture Industry Health Plan's Bank of Hours been raised? Because the bargaining parties (AMPTP and IATSE) haven't negotiated a hike. The 450 hours has been in place for a number of years, though the threshold for health coverage was raised eight years ago from 300 hours to 400 hours per 6-month period. This had the effect of knocking some participants off the Plan and there was some anger from members about it. Five years ago, premium payments of \$25/month for participants with one dependent and \$50/month for participants with 2 or more dependents were introduced.

Writer Categories: Animation Writer is a job classification in the contract. Story Editor is not in the contract, though the AMPTP told the Guild in negotiations four years ago it was part of the writer classification.

Discussion of how story editors get paid: Some writer/story editors in attendance liked total fees divided over 26 episodes and being paid weekly, and didn't want the fees tied to a weekly salary because payments would be lower. It was noted that TAG negotiates wage floors, that individuals are free to negotiate better pay and conditions.

Discussion about animation writers forming their own union. Mechanics of this are difficult, there would have to be de-certification then a new union created. There was also talk about making the Animation Guild into a national union that covers the whole country, the better to organize studios in Atlanta and elsewhere.

Screen Credits: It was noted that the contract requires screen credits for story on features and half-hour broadcast "non-segmented" half-hour television shows. It was suggested that screen credits should be required for all lengths of programs, since screen credits trigger foreign levies.

Storyboard artists should be allies with writers; where storyboard artists/writers and outline writers work together on non-scripted shows, they should share script fees.

Production Schedules: Writers/producers and show runners need to insist on reasonable production schedules. Story editors need to do the math and build reasonable time lines for scripts (and storyboards).

Many studios are using freelance writers, but some studios have staff writers. There's beginning to be more integration. DWA tv has staff story editors and small staffs of writers. Writers are in demand so studios are starting to employ staff writers to have their services full time.

Writers who know what the board artists can do are more effective because they can write scripts that reflect what can be achieved on storyboards.

IN MEMORIAM

This month we celebrate:

GULYA KALANTAROVA . She was born in Tashkent, Uzbekistan. She began work as an art director in Moscow while she pursued her Masters, and continued to do so until moving to New York City. In 1996, she began her animation career in LA, working for studios including Nickelodeon, Sony Pictures, Klasky Csupo, Comedy Central, Walt Disney, and Bento Box. In April of 2014, she was diagnosed with Breast Cancer. Through the following years she continued working off and on, mostly from home. Her will to live was very strong and beautiful.

GALLERY 839

NOVEMBER SHOW



Come and join us for our November Gallery show!

**Vintage Hollywood
42 oil portraits by Richard Broderick**

Opening Reception November 4th, 6-9 pm

Runs until November 28th!

info: rbroderick@socal.rr.com

**Gallery 839
Animation Guild
1105 Hollywood Way
Burbank, CA**

FROM RECAP #4

(continued from page 3)

Wage Suppression Lawsuit: Individuals have gotten letters regarding the Wage Suppression class-action lawsuit involving Blue Sky Studios, Disney, DreamWorks Animation, Pixar, Sony Pictures Animation (etc). A number of attendees had received letters. Business Representative said that the Guild is not directly involved, although it held a meeting with one of the lawsuit attorneys and referred people to his law firm early in the process. Business Representative said he was subpoenaed for a deposition and that documents were also subpoenaed. It was noted that Blue Sky Studios and Sony Pictures Animation have reached settlements on the suit, but Disney, DreamWorks and Pixar have not settled.

Live-Streaming: Some artists thought that live-streaming was a viable way to involve members who could never get to General Membership Meetings; others though meeting conversations need to stay in the meeting room. There was a worry that the streaming of meetings would keep people from speaking up.

CG Classes at Guild: There was a discussion of reconfiguring the computer lab so that in-house classes could be held. Right now, CG classes are held off-site under the Contract Services Administration Trust Fund.

Meeting adjourned at 9:30 p.m.

GET TO KNOW: **PRESIDENT LAURA HOHMAN**

You all have heard my voice for quite a while. I am the current Peg-board Editor, as well as a frequent speaker at General Membership meetings. I just have to say how very excited I am for this position. I take it seriously and view this opportunity as a chance to bring TAG into the modern era.

My main wants of this upcoming term is to update our ancient Russian computer system with a new one that integrates the ability for a member to look at their own information online, easily pay dues and initiation fees, and find some way to really get to know who our membership is. I also am a huge advocate for the end of the lame New Media Sideletter (which I currently work under at Dreamworks TV) and want to see TAG grow and really take off in LA with the assimilation of more animation houses (and hopefully vfx and games as well).

Know that I am here to hear everyone. I will not play favorites, nor dismiss anyone's concerns because I don't agree. I am truly going to do my best to be an impartial and unbiased representative for the Guild. This is not about me. But about all of you. I am at your service and am so honored to be your new President come December 6th.

Upcoming Contract Holidays

Thanksgiving and the day after (November 24 and 25)
Christmas (December 25)

Your employer may schedule other days off; contact your supervisor or human resources department for details.

FREE and open to active, inactive 839 members and AAI Students*



ANIMATION GUILD COMPUTER LAB



Adobe® Creative Cloud™



The Computer Lab can help assist you in developing the skills you need for your personal and career goals:

Animation and graphic design software: Adobe Photoshop, Flash, Illustrator;
Toon Boom Harmony and Storyboard Pro

Cintiq basics

Printing, scanning, and preparing art for print

File backup, management and understanding of file formats

Assistance with internet and email issues, blogs

Video editing: Adobe Premiere and After Effects

Demo reels

Final Draft, Microsoft Word

Maya 3D, Sketchup

Mondays 3-8 pm Tuesdays 3-6 pm Wednesdays 3-8 pm

Thursdays 3-6 pm Saturdays 1-5 pm

Email lab@animationguild.org for questions and reservations.

*Animation Guild members will get first priority.

Contact the Animation Guild office for details.

(You will receive a reply from roskotron@hotmail.com)

or call:

818-985-7267

GET TO KNOW: **SECRETARY PAULA SPENCE**

Hello, fellow Guild members! My name is Paula Spence and some of you may know me as the loud laughter in the front row at our general membership meetings. The executive board members know me as the loud laughter in the board room, but now that I've been white balloted into the Recording Secretary position I will have to quiet down and start typing.

I have been in the animation business since 1998, a member of the Guild since 2003, and regularly attending meetings for . . . uh, quite a while. I've been to the last two contract negotiations and am proud of the gains we achieved in 2015. And I am really looking forward to the next negotiations, when I hope we can achieve even more for our members.

It makes me happy to see attendance at Guild meetings growing. I see a lot of the same faces at ALL of the meetings, and plenty of new faces at most – and I don't think it's just the chance of winning an iPad mini that is bringing people in. Yes, we spend a lot of time airing workplace grievances at meetings but I also see a lot of long-time members sharing advice with newer members. I see new members enlightening old geezers like me. I see friends catching up after being separated by diverging career paths and I see people making professional connections that might lead to a new work contact, a new job or better work experiences. And best of all, I see people learning about the Animation Guild and the benefits made possible by collective bargaining.

I don't expect every Guild member to attend meetings, but I do want every member to know that the information exchanged at the meetings is further discussed at executive board meetings. The results of every survey we send out are also discussed, as are the continuing education classes that are offered through the Guild. We need to know about our members' opinions, needs and wishes so that we can continue to serve the members to the best of our abilities and negotiate for better wages and benefits, better working conditions and better futures.

If you can't make it to the next meeting, rest assured that your Recording Secretary will be taking notes. But if you have something to say or a question to ask, please get in touch with a shop steward, an executive board member, one of our dedicated staff members or our Business Representative. Check out the Guild's website, Facebook page and blog and share your thoughts with us. We need to know what you think!

OUR NEXT:

GENERAL MEMBERSHIP MEETING

Tuesday, November 29th
6:30 Pizza
7:00 Call to Order

Agenda:

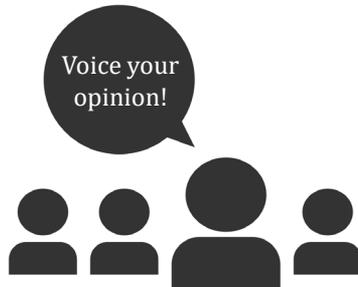
ANNOUNCEMENT OF AND WELCOME TO NEW
ELECTED OFFICERS

NICKELODEON NEGOTIATIONS

Giveaway: Apple iPad Mini !!*

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

1105 N. Hollywood Way, Burbank



**The Animation Guild Local 839 IATSE
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Burbank, CA 91505-2528**

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