



Pegboard



ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

Los Angeles, California, December 2016

Vol. 45, Nº 12

Save the Date

HOLIDAY PARTY

Friday, January 13, 2017

7 pm - 11 pm

The Autry Museum
4700 Western Heritage Way
Griffith Park, LA

Free Admission * Free Food
Free Parking * Cash Bar

No RSVP Needed

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AN AFTERNOON OF REMEMBRANCE

On Saturday Feb 11th at noon, the animation community in LA will come together at the Animation Guild in Burbank for our annual Afternoon of Remembrance.

A non-denominational service where we remember, laugh, cry, and share stories, as we say one more goodbye to all our friends who left us in 2016.

People who have died since January 1st will be honored in next years event

*Joe Alasky
Frank Armitage
Wilma Baker
Bob Balsler
Nancy Bernstein
Bob Birchard
Marie Boughamer
Al Broadax
Darwyn Crooke
C.M. "Clay" Croker
Kevin Curran
Michael Dochert
Kevin Donoghue
Alberto Dose
Leopoldo Duranona
Christine Lawrence Finney
Eric Fredrickson
Lois Freeman
Makiko Futaki
Daniel Gerson
Pat Harrington
Todd Hoff
Gary Hoffman
Robert Inman*

*Julia Kalantarova
Igor Khait
Sammie June Lanham
Andrea Losch
Shirl (Ashely) Lupin
Dan McLaughlin
Evelyn Mehring
Corrine Miller
Le Clair Michelle Moore
Richard T. Moore
Marni Nixon
Dave O'Day
Marilyn Pierson
Simon Praamsma
Willis Pyle
Janet Rae
Garry Shandling
Roger Slifer
Zdenek Smetana
Alex Stitt
John Walker, Sr.
Roger Way
Charles F. "Chuck" Williams
Gloria Wood*

Saturday, February 11, 2017

Food and refreshments, noon * Memoriams, 1 pm

The Animation Guild, Hulett 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 2016 and is not on our list, please contact Bronwen "Bronnie" Barry at bronwenbarry@att.net.

FROM THE PRESIDENT
LAURA HOHMAN



Looking Back and Forward

Geez, 2016 was some year.

For me personally, I have moved jobs to DWtv and now am employed under our New Media Sideletter. I am, firsthand, experiencing and witnessing some real abuses and loopholes of our contract. Then again, DreamWorks Television is one of the companies that are driving up our membership numbers and providing some true stability in a tough market. I am grateful for the new opportunity and the work, but look forward to adjusting our contract's language in 2018 to respect the artists and their work.

I left Nickelodeon Animation this year. That was a job that I had the opportunity to work the last 5 and a half years; a real true luxury many artists now-a-days don't get to experience. When I was hired there, Nickelodeon had a thriving and growing CG department, gearing up for many strong years of content. The group we had there was so strong, we managed to Unionize. Fast forward to this past year, the Nick CG department is dying. A skeleton crew is going to remain after the last full CG series ends in 2017. Goes to show how things can change.

2016 was also a year where I became more involved in the Union than ever. I attended the Officers Institute Training in Vancouver, where I learned a lot about the in-and-outs of Union Law and Practices (a real game changer experience that drove me to running for President). I am now President guys! Crazy.

Good and bad on both ends, there is also always some grey area. Delegating is something I'm trying to still improve on. Anyone who knows me, understands that I am a person who wants to tackle every problem, and volunteer for every role. Moving forward into 2017, I am truly looking forward to passing on some torches and allowing others to make some of my projects as their own. I also am truly experiencing the challenges of time management. No longer am I able to work on every friend's personal projects; my time is now valuable and limited. Learning to say no, and learning to step aside from other organizations and projects has been something I am continually struggling with, but I know it will get better.

2016 was tough. But a tough year opened my eyes to some solutions I can see on the horizon. Hopefully in 2017, we all can all say that our choices last year, made this one a bit better.

THE SWEARING IN OF NEW OFFICIALS

On Tuesday, December 6th, both the outgoing and incoming Elected Officials meet for the welcome/goodbye dinner at Smokehouse, per tradition.

For the first time in a long while, we prepared ourselves to say goodbye to very familiar faces. Outgoing Officials included Jack Thomas (President), Nicole Dubuc (Secretary), Janette Hulett (Executive Board), Larry Smith (Executive Board), and Steve Hulett (Business Representative).

Jack Thomas said some very kind words and spoke about all the good Steve Hulett has done for the Guild. In the last almost 3 decades, Steve has ushered in new deals, new studios, and new benefits for our membership. It has grown tremendously in size, and a lot of the success The Animation Guild has had is no doubt directly attributed to the amazing leadership of Steve Hulett.

And due to all those reasons and more, the Executive Board presented to Steve the sign for our meeting room, which shall from now on be known as “Hulett Hall”. A big congratulations to Steve and we all hope he enjoys his long deserved break.

Next up, Mike Miller from IATSE West Coast office was in attendance to swear in our new and returning Officials. (Big thanks to Mike!)

Here’s to looking forward to our next 3 years!



Your New Year's Resolution - Start the 401(k)

tl;dr E-mail Marta at the Guild (marta@animationguild.org) and start 401(k) contributions today!

Of the many resolutions you can make this New Year, one that will certainly pay off in the future is contributing to the Guild 401(k) plan. Whether you're just starting, re-starting contributions after a layoff, or considering increasing the amount you save from every paycheck, remember that the 401(k) is a way to pay yourself first and ensure that you have a comfortable retirement.

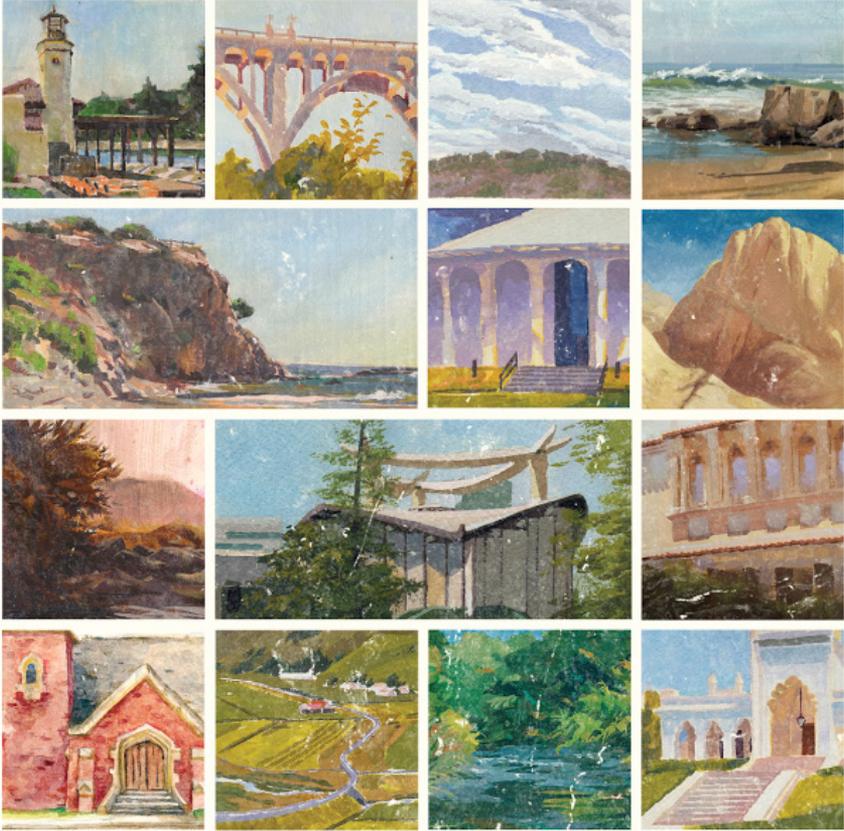
And while it is true that there's no employer matching of funds in the Guild 401(k), we do have something called the Individual Account Plan (IAP), which is part of our MPI pension plan. The IAP is a defined contribution plan - completely Employer funded. For every hour you work, money is set aside in an account for you. You vest after one qualified year (400 hours), and you generally can't touch it until retirement. Not matching, but it's close. Your contract, working for you.

Here's the order you should be considering as far as allocating money.

1. Pay down high-interest consumer debt and high interest school loans. If you can refinance these and get a better interest rate - spend the time to investigate, it pays off.
2. Save for a near term large expense like a down payment on a house.
3. Save to have a financial cushion in case of something unexpected.
4. Max out the 401(k). If you're over 50, max out the catch-up contribution (\$6,000)
5. If you still have money left over, congratulations! You can fund a traditional IRA (likely non-deductible), invest in a brokerage account, or look for another investment vehicle.
6. Send your tips to me if you get this far, because you are doing great!

Bottom line: Don't sit on the sidelines for another year. Take a look at your finances and take that next step towards a comfortable retirement by starting contributions to the 401(k) plan.

Fraternally Yours,
Jason



MOMENTS

— Plein-Air Painting Exhibition —

Gallery 839
1105 N Hollywood Way, Burbank, CA 91505

Opening Reception | January 6, 2017
6–8 p.m.

Contributing Artists:
Laisay Bond, Steve Eat, Michelle Lin, Vaughan Ling,
Arthur Loftis, Angela Sung, Randolph Williams

FROM THE BUSINESS REPRESENTATIVE
JASON MACLEOD



What's Important?

For most of us, the holiday period at the end of the year is a little slower and there is time to reflect. This year in particular, I have a lot to reflect upon and be grateful for. Thank you members, for the trust you have placed in me. It's a new role, and I'm following a very experienced and accomplished individual. I hope to earn your trust and demonstrate to you that you made a good choice when you elected me.

Here's what I think is most important - family and loved ones. Second is the job. Then friends, neighbors, maybe your church or a civic organization. That's my list. Somewhere further down the line (quite a bit further) is the union. I get it. It's very hard to be a professional artist AND be a good partner/spouse/parent etc. For most of us, that is all we have bandwidth for.

If your plate is full, I understand. Be the best version of yourself. Be the best spouse, partner, parent, et cetera. Be the very best artist you can be. We compete and succeed because we are world-class artists and we deliver. And we will need to stay that way in a climate with incentives that distort the marketplace.

This year you'll see new ways to get in touch with us (and with your fellow artists) that recognize the pressures you face and respect your time. Can't make it to the meetings because you are working? Join the Facebook group or the LinkedIn group. Talk to a shop steward at your workplace. Follow @animationguild on Instagram and Twitter. And e-mail, phone calls and stopping by the office are all fine. We're here for you.

But if you have a little left in the tank after taking care of those things that are most important to you, consider helping out one of your fellow artists. Answer a question on the Facebook group - or help a new member pick a doctor or dentist. Have coffee with one of our board members - we have a bunch of new ones and I know they'd like to talk to

you. The act of giving unselfishly is rewarding - and helping each other is how we become stronger - both as individuals and as a group. And that's important too.

Do you know someone that is experienced, trustworthy and approachable? Respected even though they aren't necessarily a lead or supervisor? Level-headed, with good judgment - or at least good intentions? Please let me know. We're looking for more shop stewards, and we'd like your suggestions.

Wishing you the best for the Holidays.

40 MEANS 40

With the holidays approaching, we all must remember to stand firm on our hours worked. Production schedules are cutting it close, and members report that some productions do not account for the holidays whatsoever; Expecting you to do the same amount of work, in fewer days, stating it needs to be done on time.

As a Guild, we must all stand firm on insisting for paid overtime every time.

No one wants to be *that* person. No one wants to even try to rock the boat. But understand how doing unpaid overtime affects our industry. The less time we log on our time cards lets the studios assume that is now the amount of time it takes to complete something. Its a compounding problem and the only way to stop it is to put our foot down.

The Animation Guild needs to have a united voice and refuse to do the work unless we are compensated for it. Remember, if you are ever being forced to work overtime, call us. This is what your union is for. We are here to protect you and your rights.

(Also, its the holidays, we all know we'd like to get that time and a half money)

Due to an error, we had stopped receiving the Memorial information. So here are the current and a few past In Memoriams. Our apologies for any inconvenience this may have caused.

IN MEMORIAM

- **JOHN EDWARD PRICE III (TRAVIS PRICE)** passed away on November 12th, 2015. He was a Surfacer for DreamWorks Animation from 2003-2009.
- **SCOTT NIMERFRO** passed away on April 17, 2016 at the age of 31.
- **SIMON PRAAMSMA** passed away on April 21, 2016. He was a long-time Assistant Animator at Hanna-Barbera. During his career, he also worked at Ruby-Spears, DePatie-Freleng, Filmation, and Snowball.
- **GARY HOFFMAN** passed away on April 15, 2016. Gary was a Layout Artist and a Storyboard Artist, working at Hanna-Barbera, Universal, Marvel, as well as other studios.
- **EVELYN MEHRING** passed away on June 8, 2016. She worked in the Ink and Paint Department of Hanna-Barbera, Filmfair C & D Ink and Paint, and UPA.
- **GLORIA WOOD** passed away on June 21, 2016. During her career, she worked as a Background Artist at Hanna-Barbera, UPA, and Disney.
- **LEOPOLDO DURANONA** passed away on February 22, 2016. He worked as a Layout Artist and a Model Designer for Hanna-Barbera, Bakshi, Filmation, and at Disney.
- **RICHARD T. MOORE** passed away on September 7, 2016. During his career, he worked as a Comic Strip Artist for Disney and Hanna-Barbera.
- **TODD HOFF** passed away on July 12, 2016. He worked as an Assistant Animator and a Model Designer at Hanna-Barbera, Filmation, Bakshi, Disney, as well as at a number of other studios.
- **WILMA BAKER** passed away on September 4, 2016. Wilma worked as a Painter and Checker at Disney, Chuck Jones Productions, and at Kroyer Films.
- **ERIC FREDRICKSON** passed away at the end of November in 2016. He was a current employee of Fox Animation, working as a Storyboard Artist.

**BOOKMARK THE
TAG BLOG**

<http://animationguildblog.blogspot.com>

OUR NEXT:

GENERAL MEMBERSHIP MEETING

Tuesday, January 31st
6:30 Pizza
7:00 Call to Order

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



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