



# Pegboard



ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

Los Angeles, California, March 2017

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## THE ANIMATION WAGE-FIXING LAWSUIT

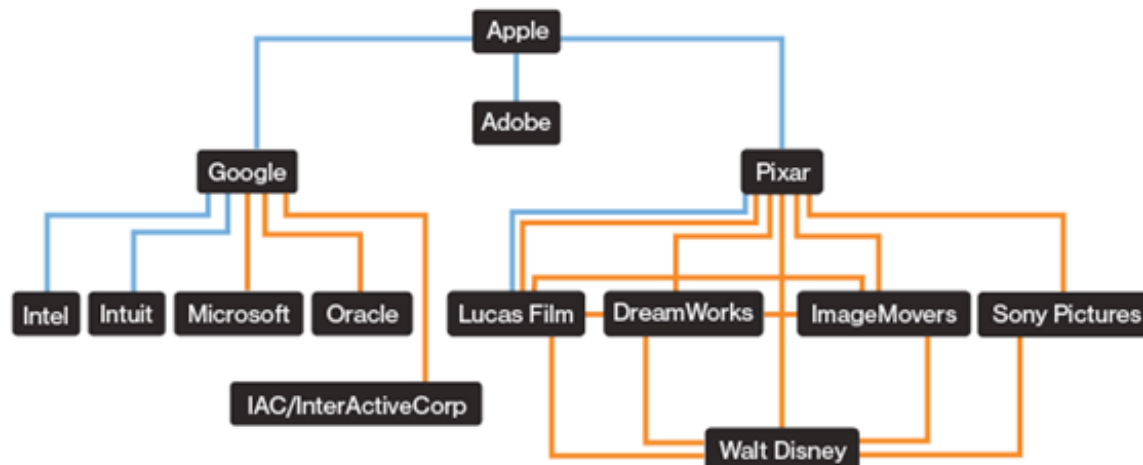
Here's what you need to know about the wage-fixing lawsuit. It's real. Make sure your contact details are correct.

If you worked at any of the following companies during the time periods listed, read the [FAQ](#) on their website (below) to see if your job title is listed. If it is, you're a class member.

- Pixar (2004 - 2010)
- Lucasfilm Ltd., LLC (2004 - 2010)
- DreamWorks Animation SKG, Inc. (2004 - 2010)
- The Walt Disney Company (2004 - 2010)
- Sony Pictures Animation Inc. and Sony Pictures Imageworks Inc. (2004 - 2010)
- Blue Sky Studios, Inc. (2005 - 2010)
- Two Pic MC LLC formerly known as ImageMovers Digital LLC (2007 - 2010)

<http://www.animationlawsuit.com/faqs.aspx>

— 2011 lawsuit alleged deals between these companies  
 — 2014 lawsuits allege deals between these companies



Source: Lawsuits filed in federal court in San Jose, California

Bloomberg Graphics

**WAGE-FIXING**  
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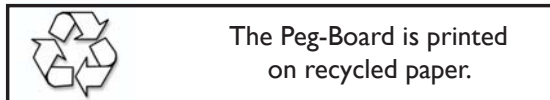
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**PEG-BOARD SUBSCRIPTION POLICY:** Active members automatically receive The Peg-Board free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration 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.



If you think you are in the class, but have not received anything in the mail, it is likely because the Class Administrators don't have a correct address for you. You may have received paperwork and, thinking this was a scam, thrown it away. Either way, contact the class administrators to update your address or confirm whether or not you are in the class.

<http://www.animationlawsuit.com/contact-us.aspx>

Here are some key dates in the lawsuit, courtesy of Deadline:

- September 8, 2014 -- Wage-fixing lawsuit filed by Robert Nitsch, Jr.
- March 31, 2016 -- Blue Sky offers \$5.95 million (25% of calculated damages)
- April 29, 2016 -- Sony offers \$13 million (16.7% of calculated damages)
- Nov 11, 2016 -- Final settlement approved for Blue Sky and Sony
- Oct 17, 2016 -- DreamWorks offers \$50 million (39.3% of calculated damages)
- Jan 19, 2017 -- DreamWorks settlement approved
- Jan 31, 2017 -- Disney offers \$100 million (33.5% of calculated damages)
- Mar 2, 2017 -- Hearing to approve Disney settlement, San Jose, CA
- April 24, 2017 -- Opt Out/Objection Deadline
- May 18, 2017 -- Final Approval Hearing

The next hearing in the lawsuit is scheduled for April 24th at 1:30 pm in San Jose, California. Link to Judge Lucy H. Koh's calendar below for the most recent information.

<http://www.cand.uscourts.gov/lhk>

FROM THE PRESIDENT  
LAURA HOHMAN



### LAST EDITION

I have had the privilege of being the Pegboard's Editor for the last year and a half. During that time, I really feel like I have found my voice. At first I thought that I would have difficulty finding things to say and to write about. Why would anyone care?

I'm happy to say that I have had several members approach me after more eloquent articles, expressing to me their opposing opinions to my arguments (sometimes they agree too). I love it. Please continue to read and support the Pegboard.

This print publication is your best outlet into the minds and thoughts of your leadership. On these pages you will be able to know about upcoming events, important dates, and you should be able to gauge the directions this Guild is moving.

All that aside, I no longer have the time to dedicate to being Editor. With that, I would love to announce that our NEW Editor is none other than our Recording Secretary, Paula Spence!!

I know she will do a wonderful job and I look forward to seeing the direction the Pegboard will go under her supervision.

Thanks again to those who have read my articles and have enjoyed the newsletter under my Editorship. I hope we can continue to talk and have you argue with me after!

Feel free to email me anytime at [laura.hohman@tag839.org](mailto:laura.hohman@tag839.org)

**BOOKMARK THE  
TAG BLOG**

<http://animationguildblog.blogspot.com>

Estimated damages of about \$170 million in total have been calculated by Dr. Orley Ashenfelter, an economics professor at Princeton.

It has been estimated that there are over 10,000 affected artists. It's not possible at this time to predict what an individual award might be after attorney fees. For the High-Tech lawsuit, the settlement amount for individuals was estimated at \$4,000.

If you're in the class, and the Class Administrators have your contact details, you will be notified of the results of the settlement.

Yours in solidarity,

Jason

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# TAG 839'S OPEN HOUSE

**SAVE THE DATE**

**--- SATURDAY ---**

**APRIL 22nd**

**IATSE ROADSHOW - WHY UNIONS MATTER  
MPI INFO - AND MORE!**

**STAY TUNED: MORE DETAILS TO BE ANNOUNCED SOON**

FROM THE BUSINESS REPRESENTATIVE  
JASON MACLEOD



**WHY YOU SHOULD BE A DELEGATE**

This July more than 375 local unions like ours will gather in Hollywood, Florida for IATSE's once-every-four-years convention. Join us as a delegate and you will:

- **Learn** more about how Local 839 and the IATSE operate
- **Meet** other union members, from other Locals and the IATSE office
- **Join** committees, discuss and vote on amendments to the IATSE Constitution
- **AND** spend a week in the Florida Summer, just steps from the beach!

Interested? Here are the specifics:

The District 2 Annual Convention will be held on Sunday, July 16th, 2017, and the IA Quadrennial Convention will be held from Monday, July 17th, 2017 through Friday, July 21st, 2017. The meetings will be held at the Diplomat Resort and Spa in Hollywood, Florida.

- To be a delegate, you must be an active member in good standing
- It's a week away from home. Think about whether you can take the time off from work.
- It's not a vacation. You'll be signing into sessions, and reimbursement (see below) is contingent on attendance and participation. Don't go if you're not up for the work.
- You'll be reimbursed for the airfare by the IA, and for the hotel by Local 839, provided you follow the guidelines. There's also a per diem -- details forthcoming.
- We'll make it fun. If you've read this far, and you're still interested, let's talk. This is a once-every-four-years opportunity to learn about your union and the IA, and to meet people who want to make a difference, just like you!

Elections for Delegates to the District 2 and Quadrennial Convention will be held at the General Membership Meeting on

March 28th, 2017. The meeting starts at 7pm, and will be held in Hulett Hall at the Guild office, 1105 N Hollywood Way.

Can't make it to the meeting? You can still nominate yourself. Send an e-mail to Recording Secretary Paula Spence ([paula.spence@tag839.org](mailto:paula.spence@tag839.org)) and let her know you are interested.

President Laura Hohman and I are automatic delegates, and any other active member in good standing (no fees owed, dues fully paid up) is eligible to be elected.

Please come to the March 28th Membership meeting and throw your hat in the ring!

Yours in solidarity,

Jason

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P.S. Read more about the Quadrennial Convention and the District 2 Convention here:

<http://www.iatse.net/events/iatse-68th-quadrennial-convention-mid-summer-meeting-general-executive-board>

[http://www.iadistrict2.org/index.php?option=com\\_content&view=article&id=9](http://www.iadistrict2.org/index.php?option=com_content&view=article&id=9)

P.P.S. Here's how the governance of your union works:

**At the Local level:** Every three years, the entire Executive Board (all sixteen members) are up for election. The President presides over all meetings and is the deciding vote in the event of a tie. The Vice-President backs up the President, the Business Representative runs the business affairs, the Recording Secretary attends all meetings and keeps a record of the proceedings, and the Sergeant-at-Arms keeps the peace at all meetings. There are eleven more Executive Board members (all full-time artists like yourself) who volunteer their time to help steer the Guild.

Read more about the Guild (and how to contact a Board member) here: <https://animationguild.org/about-the-guild/contact/>

**DELEGATES**

(continued on page 8)

## DELEGATES

(continued from page 7)

**At the District level:** The IATSE Locals are divided into 13 geographical districts. Our union is in District 2 with all the other West Coast Locals -- District 2 covers the states of California, Nevada, Arizona and Hawaii. Ed Brown, Business Agent for Local 44 (Property Craftspersons, or Props) is the Secretary Treasurer for District 2 and IA Vice Presidents Mike Miller and Thom Davis (Local 80) are the Co-Chairmen.

Read more about IATSE District 2 here: <http://www.iadistrict2.org/about>

**At the National (and International) level:** The IATSE is presided over by President Matt Loeb, General Secretary-Treasurer Jamie Wood, and there are thirteen Vice-Presidents. Every six months, there is a General Executive Board meeting, and every four years (like this year) there is a Convention that is open to Delegates. The IATSE provides leadership, structure and support to the Locals - for the different Departments as well as helping Locals with Communications, Education and Training.

You can read all this and more at the IA website:  
<http://www.iatse.net/about-iatse/structure-iatse>  
<http://www.iatse.net/about-ia/leadership>

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## MAKE YOUR UNION MEMBERSHIP PROFILE TODAY!

the **animation** guild | Representing animation artists, writers and technicians since 1952.

IATSE LOCAL 839

WE ARE 839

chris robertson

MY PROFILE

frank guthrie

MY PROFILE



## 40 MEANS 40

In the animation industry, we work with production schedules that always seem to cut it close, and members report that some productions do not account for time off during the holidays. On those productions, artists are expected to do the usual amount of work in fewer days, with management insisting that work needs to be done according to a schedule that doesn't allow for any days off.

As individual artists with all of the members of our Guild behind us, we must insist on **PAID OVERTIME EVERY TIME** we have to work beyond our scheduled 40 hours.

No one wants to be the person who makes trouble. Most people don't like to rock the boat at all. But everyone needs to understand how working unpaid overtime affects our industry. Every time we shortchange ourselves on our time sheets, we give management and the studios the wrong idea about how long it takes to complete our work. They shorten the schedules and lower the budgets because they think they can, and as a union we can't complain because our members are essentially agreeing to do the work for free when they don't insist on getting paid for ALL Of the hours they work.

It's a growing problem and the only way to stop it is to put our collective feet down. A good response to anyone asking you to work additional hours is to ask "**Are you authorizing overtime?**" The answer will be telling: If they say no, don't work the extra hours. But if they say yes, you can work the extra hours and earn time and a half for your troubles!

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 pressured to work overtime -- paid or unpaid -- against your will, call us. This is what your union is here for: to protect you in the workplace and make sure your rights are being honored.

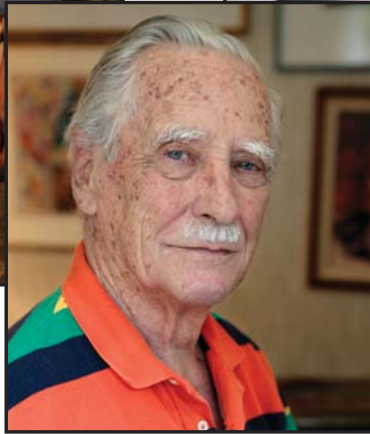


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and the TAG Blog ...  
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**STYLE & SUBSTANCE:**  
**The Art of John Dunn, Victor Haboush & Walt Peregoy**  
***Opening Reception***  
***Friday, April 7th, 2017 6-9 pm***

John, Vic and Walt were three men in the animation industry who could do it all: conceptualize, design, illustrate, paint, style and, in the words of one Disney animator in a rare moment of high praise, "... they could draw their ass." They shared themselves and their work with animation studios all over town: Disney, Hanna-Barbera, UPA, DePatie/Freleng/Warner and Spunbuggy Works, to name a few. Those studios were lucky to have had them, and the various animation productions in which their work appeared were enriched by them.

Creativity didn't stop at the ends of their workdays. They took their profuse artistic energy home to express themselves through their personal artwork. This personal work -- with style and substance -- is presented at the Animation Guild, for an enjoyable blast from the past.

OUR NEXT:

**Tuesday, March 28th**  
**6:30 Pizza**  
**7:00 Call to Order**

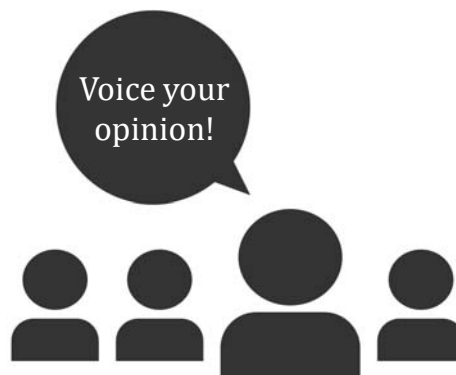
**AGENDA:**

Special Guest Presentation and Q&A:  
MPI's George Palazzo  
*Find out more about your  
pension and health benefits!*

IATSE District 2 Annual Convention and  
Quadrennial Convention Delegate Nominations

**The Animation Guild**

1105 N. Hollywood Way, Burbank



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