



Pegboard



ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

Los Angeles, California, June 2017

Vol. 46, Nº 6

HELLO, MEMBERS!

We're Trying To Reach You . . .



Thank you for reading The Pegboard, our good old fashioned monthly newsletter here at the Animation Guild. It's one of the ways we communicate with YOU, our members. We also use social media -- Facebook, Twitter, Instagram -- to spread the word about Guild events and other important information, and we hope our members share what interests them in any way they can with their coworkers and with us.

We hold general membership meetings every other month (in January, March, May, July, September and November), and special craft meetings over the summer. We'd love it if all of our members came to a general membership meeting once in a while, but meetings are not for everyone and frankly we don't have the space in our upstairs meeting room (Hullitt Hall) for all of our nearly 4100 members. At Guild meetings we can communicate directly with our members, and the face-to-face interaction allows us to get to know each other better.

Most people do not make it to many meetings, though, and we depend on our next best mode of communication -- e-mail -- to reach as many

HELLO, MEMBERS!

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THE PEG-BOARD is published monthly by The Animation Guild
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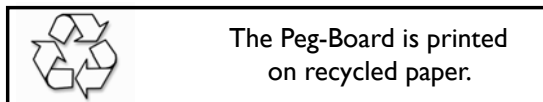
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HELLO, MEMBERS!

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members as possible. We do our best to keep messages to a minimum because we know that everyone gets bombarded by an endless barrage all day every day. Rest assured that when we e-mail you, we have something important to communicate. It could be job listings, a 401(k) notification, updates on benefits, meetings or events, continuing education opportunities, or a very important survey in which we ask you for the information and opinions we need in order to best represent you in contract negotiations. If you'll take the time to complete a survey, we can learn what's important to you and can fight for better working conditions and benefits for all of us.

Negotiations are coming up next year and we need to know what's important to our members when we go head to head with the studios we all work with. Please consider coming to a summer craft meeting (or two!) to meet your peers and share your views . . . and PLEASE read your e-mails before tossing because they really do contain good info!

SAVING TREES . . . GREENER UNION . . . YOU CAN HELP!

Did you get our postcard?

We want your email address -- sending e-mail saves trees!

Help us cut down on our use of paper by updating your phone number, email and address -- drop us a line at membership@tag839.org.

Whether it's health plan updates or 401k notifications -- we don't want you to miss out!

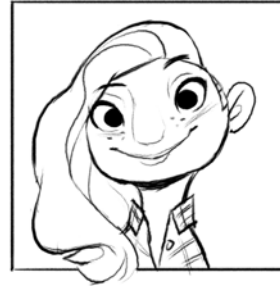
IT'S EASY TO BE GREEN!

Did you really want a paper version of the Pegboard? Go green! Send an email to membership@tag839.org and let us know you'd rather save a tree and read the Pegboard online! You can't miss out -- all the issues are archived here on our website! And they're in color!

No computer or email? No problem!

Just let us know once a year that you still want the paper Pegboard and we'll keep sending it to you. Use the date on the printed label on your Pegboard as a reminder and call us at 818-845-7500 when it's time to renew.

FROM THE PRESIDENT LAURA HOHMAN



Fear Culture and Speaking Up

As open and friendly as animation is, there is dark underlying fear culture. This unspoken assumption that if you are too slow, too opinionated, too assertive, you will be punished.

I cannot count how many times I've had artists come to me to tell me of something they've seen that's against the rules (or straight up against the law) and are afraid to push the issue because of the repercussions. There are horror stories of companies and producers blacklisting "problem" employees. I commonly hear others giving advice that it's best to not "rock the boat", or that you have to struggle through conflict in order to "pay your dues".

Not that I'm an expert, but in my 6 years working in TV Animation I have yet to see someone get blacklisted. Instead, just the threat of this practice has caused employees to be silent when they see harassment. Members stay silent instead of asking for the overtime that they know is needed. Artists, who may be afraid to say something, decide to turn away from situations they have every right to object to.

The not-so-startling truth of this fear culture is that it is a lie. This epic powerplay is just another way the industry attempts to suppress the expression of free and open communication. Heaven forbid if you actually talked openly with your coworkers about the hours you were all putting in on the side you may all decide collectively to do something about it. And that, my brothers and sisters, is the real fact behind the fear culture. The industry fears us banding together with strength and unity. The studios fear us openly communicating about the problems we see, because then we can all attempt to fix it.

Let's all keep speaking up and flip the status quo of fear.

**BOOKMARK THE
TAG BLOG**

<http://animationguildblog.blogspot.com>



the **animation** guild

IATSE LOCAL 839

NEW!

The Animation Guild
will be hosting free
CHILD CARE
at General Membership Meetings!

We are excited to be able to offer this new service
to our members! Here's how it works:

- **Advance sign-up is necessary.**
- Care will be offered on an as-available basis to members in good standing.
- Children must be potty-trained. No children in diapers can be accommodated.
- No sick kids please - children must be free of any illness for 48 hours.
- Parents must be present at The Animation Guild, reachable by cel phone at all times.
- Children must be retrieved within ten minutes of the end of the meeting.

To sign up for Child Care
for the next General Membership Meeting
or for more information, **contact:**

Vice President KC Johnson
310.985.4035
kc.johnson@tag839.org

**NEXT
MEETING:**

TUES.

**JULY
25**

7PM
DOORS OPEN
@ 6:30



Artwork by Arturo Velasco

The Wrong Rock – Short Film In Production

Last year I made a wedding website for fun and it triggered a wonderful, and familiar, feeling of having made something from start to finish. I've worked in the animation industry for about 20 years and contributed to a lot of big projects but at the end of 2016 I decided to make another short film.

My previous film, 'Devils Angels & Dating', has 11 Million views and a number of awards. I've helped out a couple of friends since then with their short films, but that urge to make something myself was still there and I missed the community of indie animated filmmakers that I'd grown to love.

I asked myself what was the issue I was most passionate about? It had to be something that would keep me passionate about the project when I most want to give up. The answer was equality. It sounds very generic but my battle to work in animated filmmaking having been born on a rock far away from the epicenter of the industry, was my greatest cause. Having made it across the pond a number of years ago now, I see other related causes with many of the same feelings of being an outsider, like sexism, ageism, racism, political, social and religious differences that divide us all unnecessarily. I wanted to make a statement that clarifies why we all need to stick together and choose better reasons to make judgments about each other. So the story of Martin the Mushroom was born.

I wanted to make something simple so it started out as a pebble on a rock... but when I recognized how hard it would be to make a pebble emote I upgraded the cast to toadstools. Now it was possible to address a very broad theme that everyone could relate to.

I wrote the film, and created some early tests in 3D, then put the project on Artella to see if there was any interest and to my surprise I started to get a lot

of applications to work on the film! It now has some great storyboards, concept artwork, models and previs. The film is 47% complete on the strength of its volunteers. We'll be opening the project up to crowd funding in the coming months to try to pay the team and complete it in a timely manner, at the highest possible quality and reach the biggest audience we can.

We're looking for all kinds of collaborators so please get in touch at <http://TheWrongRock.com>. Sign up to our newsletter for access to more behind the scenes material.

Michael Cawood – Animated Filmmaker

If you would like to make changes to your health coverage

If you would like to make changes to your health coverage through the Motion Picture Industry Health Plan (“MPIHP”), please follow these steps:

1. Review the Summary of Benefits & Coverage for [Anthem Blue Cross PPO](#), [Health Net](#), [Kaiser Permanente](#) and [Oxford Health Plans](#) (available to east coast participants only) to determine the best medical coverage for you.
2. Review the [Universal Glossary of Health Coverage and Medical Terms](#) to learn about medical terms that may not be familiar to you.
3. Refer to the [FAQs](#) for any questions you have about the open enrollment process.
4. Complete a new [Enrollment Form](#) if you would like to make changes to your current enrollment.
5. Submit all of your Open Enrollment materials to MPIHP by July 21, 2017.



You may also request Open Enrollment information and forms by emailing service@mpiphp.org or by calling (855) 275-4674.

Your new plan selection will be effective August 1, 2017. However, if you are in the Retiree Health Plan and are Medicare eligible and choose to enroll in an HMO plan, you will have a later effective date.

Questions

Please call MPI at (855) 275-4674 if you have any questions about Open Enrollment.

FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD



If Only Someone Had Told Me . . .

Six months into the role of Business Representative, there's a phrase I have heard more than I would have expected.

Artists across all crafts, at every phase of their career have contacted the Local 839 offices with issues that at their essence, boil down to communication.

As an exercise, think to yourself – how are your lines of communication? How would you rate your ability to communicate with:

- The Guild (office staff, executive board and shop stewards)?
- Your friends in the industry?
- Your colleagues at your workplace, and on your show?
- Your immediate neighbors in the office?
- Production management at your workplace?

When the first conversation with someone is about a problem or a difficult topic, it can be hard – there is no relationship to build on, and it is easy for tone or meaning to be misconstrued. Throw in something like money or a deadline, and it only escalates the stakes. At the Guild, we are used to this – one facet of our work is to support members, and we understand that members will call us with issues – but that doesn't mean it's a good way to operate.

I get it – we're all busy. But truthfully, communication (clear, open communication) makes such a difference in every relationship that it's short-sighted to not invest the small amount of time it takes to start and maintain a dialog. Really, not working on communication is like not purchasing food, starving oneself and calling it "saving money".

One day a week, try working without headphones. Don't isolate yourself at work – our strength as a union comes from our communication with each other and our willingness to act in concert to achieve shared goals. You can't get to the goal sharing part without talking.

Busy at work? Don't forget about phone calls, email and social media – these are just more tools you can use in addition to in-person ways of sharing ideas. Have you joined the Guild's closed group on Facebook? <https://www.facebook.com/groups/IATSE839/> Social media works!

So, take time to communicate to others, and take time to listen. Go to lunch with your colleagues, grab a coffee with your office mates, take five minutes to catch up about the weekend with the production staff on your show. It is worth the time. You need these relationships and channels to be effective in your workplace, and to find more work when your current project ends. Invest in your future – communicate!

Yours in solidarity,

Jason

Smart90 Program

NOW AVAILABLE THROUGH EXPRESS SCRIPTS

Beginning May 1, 2017, participants of the Motion Picture Industry Health Plan ("MPIHP") who use Express Scripts have the option of filling prescriptions for maintenance drugs at participating Walgreens retail stores. This option is offered as an alternative to the standard Express Scripts mail-order program.

Those participants who would like to use a Walgreens retail location to fill a maintenance medication should have their physician write or call-in a new prescription to Walgreens for a 90-day supply of their medication. Express Scripts' mail-order co-payments will apply.

For existing prescriptions, Express Scripts requires at least 75% of a prescription filled through mail-order to be used before a new prescription for the same medication can be filled at Walgreens.

There are more than 8,000 Walgreens locations throughout the United States. Please note that Walgreens may operate as Duane Reade or Happy Harry's in certain regions of the country.



EXPRESS SCRIPTS®

Walgreens

CRAFT MEETINGS

Guild members with job categories in common can get together at these meetings and talk about the issues they face at work and goals for the next round of contract negotiations.

AGENDA

Review of the 2015-2018 Agreement, two years in • Review of production and staffing levels • New Media • Studio Tests • Uncompensated Overtime • Production Schedules • Piece Work • Animatics • Outsourcing and Incentives • All Agreements, All Studios

- [June 15th](#) – CG Artists and TD’s (including Layout) working on shows that outsource (likely TV/Cable/SVOD).
- [June 29th](#) – Storyboard Artists in all classifications (Production Board, Assistants, Revisionists).
- [Aug 8th](#) – Designers, Background Artists (Designers and Painters), Color Stylists, 2D Layout Artists and Art Directors.
- [Aug 15th](#) – Animation Writers and Story Editors.
- [Aug 22nd](#) – CG Artists and TD’s (including Layout) working on shows that do not outsource (likely Feature).
- [Aug 29th](#) – Timing Directors and Animation Checkers.
- [Sep 7th](#) – Creative Managers - Animation Directors, Storyboard Directors, Art Directors and Department Heads.
- [Sep 19th](#) – Catch-up meeting for any working on TV/Video/ New Media projects who missed a meeting.
- [Sep 21st](#) – Catch-up meeting for any working on Feature projects who missed a meeting.

Not sure which meeting is right for you? Pick one, come to more than one if you can, and invite your coworkers! We’ll be happy to see you! Please RSVP by e-mailing RSVP@tag839.org, with the date(s) of your chosen meeting(s) in the subject line.

All meetings start at 7 pm.

CONGRATULATIONS

TO THE WINNERS OF THE 2017 ANIMATION INVITATIONAL GOLF TOURNAMENT

This tournament has been a yearly event since the early 1960's, giving golfers and their friends a chance to get together, play a round of golf, and win prizes and trophies. This year's tournament was played on May 20th at Simi Hills Golf Course in Simi Valley.

This 2017 trophy winners were:

Low Gross Trophy

Grant Lee (*FOX TV "The Simpsons"*)

Low Net with Handicap Trophy

Allen Blyth (*retired*)

Low Net without Handicap Trophy

Tim Hwang (*FOX TV "Family Guy"*)

The Team Trophy was awarded to the following FOX TV TEAM. For those who don't know what it is, the Team Trophy is a very large, blue megaphone. The winning team gets to paint their logo on it and keep it in the studio for the year.

Tim Parsons

Tim Hwang

Mike Kim

Micky Rose



MPTF IS HERE FOR YOU



MPTF

MOTION PICTURE & TELEVISION FUND

MPTF hasn't just been a safety net for those in the film industry for nearly a century; it's also a place where industry members who are living on its campus can enjoy first-run movies and events without leaving home. A beloved fixture on MPTF's Wasserman Campus, the Louis B. Mayer Theater (named after the famous MGM head from Hollywood's golden era) opened on July 30, 1967.

In 2017, the theater underwent a major renovation to give residents a state-of-the-art viewing experience including an upgraded sound system, digital cinema projector, ADA-compliant handicap seating, and magnetic induction devices for optimal listening assistance for those who need it. Generous philanthropy has also made possible two new additions to the facility, the Susan & Gary Martin Screening Room (the newly redesigned theater interior) and the Michael V. Lewis Plaza.

Many studios and unions were involved in bringing this dream to life, and you can be a part of it, too, by sponsoring a seat in the theater or getting involved with MPTF in any of the ways it helps them take care of our own. Visit <https://www.mptf.com/seats> for more info.



Uninstructed Life Drawing

2nd and 4th Fridays!

7 - 10 pm

Life Drawing Room in Back
@The Animation Guild

18 and older

\$15 General Admission

\$10 TAG Members

Cash Only

* drawing by Lisa Dosson

Brought to you with **Model Drawing Collective**

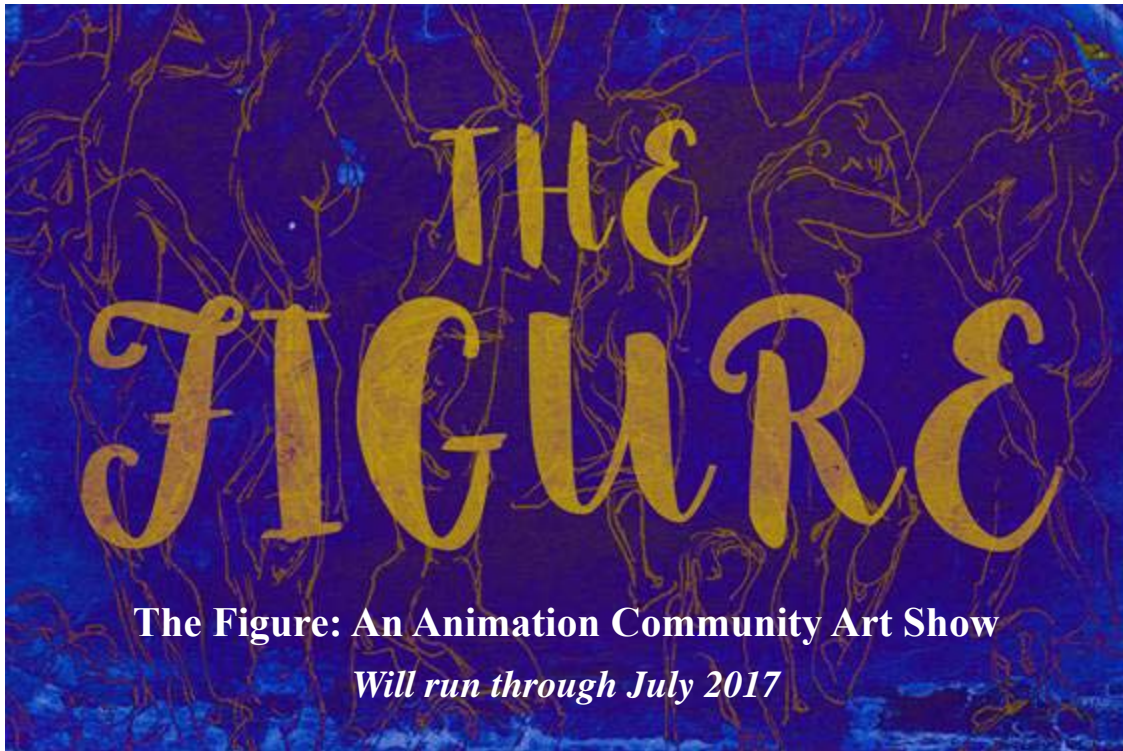


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TWITTER ... [@ANIMGUILD](https://twitter.com/animguild)



AND THE TAG BLOG ...



Opening night July 7th, 2017 from 6pm-10pm

The study of the figure is essential to the art of animation. It's through these studies that animators hone their skills and translate their observation of the figure into the fluid motion of animation. The intent of this show is to showcase the work behind the work of animation.

The Figure: An Animation Community Art show will showcase various figure studies, as well as fully rendered art centered around the theme of the Figure, by talented artists in the animation community. This show is open to artists from all animation studios and will include figure drawing, watercolor, oil and acrylic painting, ceramics, and sculpture.

Some of the artists featured include: Mark Kirkland, Paul Wee, Cyndi Tang, John Dillon, Su Jen Buchheim, Shane K. Sowell, Sky David Pies, and Jeff Johnson.

Animation Producer, Rebecca Totman, created Love/Hate Los Angeles over 7 years ago in order to construct opportunities for artists to create and showcase their work outside of the traditional gallery system. This will be the 5th art show curated and produced by Love/Hate Los Angeles. Each show has it's own unique theme which provides a framework for the dynamic and eclectic styles that are presented. These pop-up art shows are always elegant, exclusive, and a little bit magical. The Bees Knees, an old time music ensemble led by retired Simpsons Character Designer Joe Wack, have blessed the opening night of every single Love/Hate Los Angeles show!

For further information please visit: <https://www.facebook.com/lovehatelosangeles/> or email rebecca.totman@gmail.com

UPCOMING EVENTS AT THE ANIMATION GUILD

June 15th – Craft Meeting: CG Artists and TD’s working on shows that outsource, including CG Layout Artists.

June 29th – Craft Meeting: Storyboard artists in all classifications. (Production Board, Assistants, Revisionists)

July 1st – MPI Open Enrollment Starts

July 14th – Uninstructed Life Drawing

July 17th-21st – IATSE Quadrennial Convention in Hollywood, Florida.

July 25th – Local 839 General Membership Meeting.
6:30 pm Pizza, 7:00 Call To Order

The Animation Guild

1105 N. Hollywood Way, Burbank



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