



# Pegboard



ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

Los Angeles, California, August 2017

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## RESOLVING DISPUTES:

### *How Grievances Work*

Sometimes there is a disagreement in the workplace. Ideally, there is an environment in place that supports the parties to the dispute in having a dialog and working toward a resolution. If that environment doesn't exist, or the discussion doesn't produce results, the union contract you are working under provides a framework for resolving disputes. In the Local 839 Master Agreement, Article 15 (page 35) details how this works – it's called the Grievance Procedure.

The very first step is telling someone else about the situation. A shop steward at your workplace, an Executive Board member, one of the union office staff – let someone know. Per the Local 839 Constitution (Article 7, Section 4c), the Business Representative is the union official tasked with representing the Local and members in all relations with their employers. Anyone with knowledge of a workplace dispute should immediately inform the Business Representative.

Equally important to letting someone know is acting as soon as possible. For different types of issues, there are different time windows in which actions have to take place. Article 15 of the Master Agreement goes into detail on the specifics, but the takeaway should be to act as soon as you can. Don't wait.

Once the Business Rep is notified, they will reach out to discuss the situation, gather information, and talk about ways to approach a resolution. Once that has happened, if it is appropriate to pursue the matter as a grievance, that process will begin. The parties will attempt to reach resolution at each step before moving to the next. If no resolution is reached at any given step, the issue is progressively escalated through the following steps:

**Step One: Discussion** – The Business Rep and a representative from the employer discuss the matter and try to reach agreement on a resolution.

**RESOLVING DISPUTES**

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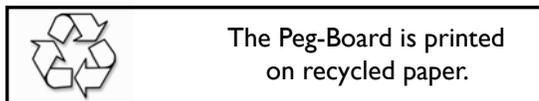
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**PEG-BOARD SUBSCRIPTION POLICY:** Active members automatically receive The Peg-Board free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration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



## RESOLVING DISPUTES

*(continued from page 1)*

**Step Two: Written Notice** – If no resolution could be reached with the Step One discussion, written communication detailing the issue(s) and the remedy sought is next. There may be an in-person meeting between the Business Representative and the employer’s representative.

**Step Three: Grievance Committee** ( may be skipped, if mutually agreed ) – If no resolution was reached at Step Two, then Step Three may be employed. It’s a meeting between an International Representative from the IATSE on the Labor side, and a representative from Contract Services (CSATF) on the Producer side. They discuss and try to resolve the dispute. If, after Step Two, the parties agree that Step Three should be skipped, the dispute may be moved directly from Step Two to Step Four.

**Step Four: Arbitration** – The parties agree to go before an arbitrator and be bound by the decision returned. Arbitration can take time to schedule; it is like going to court. The parties try to mutually agree on an arbitrator, and if they cannot agree, will use a selection process to determine an arbitrator from the Federal Mediation and Conciliation Service list. There is a provision for expedited arbitration in the Grievance Procedure - Article 15 goes into the details. Both sides of the dispute will meet before the arbitrator on a scheduled date and present evidence. The decision of the arbitrator is binding, and will be the resolution of the dispute.

Once things progress beyond Step Two, it’s not uncommon for the union to reach out for help. Local 839 has retained the law firm of Schwartz, Steinsapir, Dohrmann & Sommers (<http://lalaborlaw.com/>) for decades. Working with counsel, every effort will be made to understand the details of each situation, including relevant law, contract provisions, and industry standard practices that may be applicable. Timely resolution of the dispute is the goal.

Not everything has to be a grievance. Some issues, like suspected violations of CA labor law, can be brought before the California Labor Commissioner. All workers have rights - learn more about them at <https://www.dir.ca.gov/dlse/>. And if it’s truly serious and immediate, calling 911 and getting first responders involved is what you should do. No job or production is worth a life.

# CONVENTION HIGHLIGHTS

Ten delegates from the Animation Guild recently attended the IATSE's District 2 and 68th Quadrennial Conventions in Hollywood, Florida: President Laura Hohman, Business Rep Jason MacLeod, Sergeant At Arms Robert St. Pierre, Executive Board members Jeanette Moreno King and Steve Kaplan, former Business Rep Steve Hulett and members in good standing Janette Hulett, Myoung Smith, Larry Smith and Caitlin Elise Willis.

The District 2 Convention saw delegates from other IATSE Locals in California, Nevada, Arizona and Hawaii break out into committees to adopt new and progressive resolutions and reinforce the importance of fighting right-to-work and anti-union legislation. Delegates from all of IATSE's Locals then met at the Quadrennial Convention to hear International President Matt Loeb speak, raise funds at the PAC Party, hear committee reports, caucus in committees and listen to other inspiring speakers such as Florida Congressman Ted Deutch, AFL-CIO President Richard Trumka, Kate Shindle (President of Actor's Equity), Gabrielle Carteris (President of SAG-AFTRA), representatives from the DGA, and others from labor-related groups. Delegates also nominated, elected and swore in officers to IATSE's General Executive Board.

Our delegates caucused with the Women's Committee and the VFX/CGI/Animation Committee and were inspired by the speakers' messages and delegates from other IATSE Locals. We're looking forward to bringing home President Loeb's message of Strength Through Growth. Want to be a delegate next time? District 2 will meet in Las Vegas, Nevada next summer and YOU can represent the guild if you're a member in good standing.

“People can be divided into three groups: Those who make things happen, those who watch things happen, and those who wonder what happened.”

— *Spencer MacDonald, National Secretary, BECTU*

*(Broadcasting, Entertainment, Communications & Theatre Union from the U.K.)*

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## **Pegboard Contributors Wanted!**

Are you interested in writing an article for the longest-running union newsletter in Hollywood?

We welcome member submissions and we'd love to hear from you! Please email [pegboard@animationguild.org](mailto:pegboard@animationguild.org) to indicate interest and get the ball rolling!



the **animation** guild

IATSE LOCAL 839



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.**  
**SEPT 26**  
**7PM**  
**DOORS OPEN @ 6:30**

The 2017 Wage Survey will soon be arriving in your e-mail box! This year, the survey is on-line only -- all via e-mail.

If you are not receiving e-mail from the Guild, or are not sure if we have your e-mail address, please send an e-mail from a non-work email account to:

[membership@tag839.org](mailto:membership@tag839.org)

Please include your full name in the message. It's important that we have a personal, non-work e-mail address in order to stay in touch. Thanks!



## **AROUND THE WATERCOOLER**

Send us your good news so we can spread the word in The Pegboard!

*[email: pegboard@tag839.org](mailto:pegboard@tag839.org)*

### **Notary Services**

available at  
The Animation Guild



**Special Discount Rate for ACTIVE Union Members.**

**Available 8:30 am – 4:30 pm (appointments available)**

**Call: 818-845-7500**

**1105 N. Hollywood Way  
Burbank, CA 91505**

# **2016 PENSION STATEMENTS ARE NOW AVAILABLE**

You should be receiving a copy of your 2016 pension statement in the mail, but no need to wait as it is also available online at the Motion Picture Pension Plan website.

<http://www.mpiphp.org/>

To view your statement, login to your account with the RED login button, and once you get the menu bar, click PENSION and then click the Annual Statements option to view your statements. If you have trouble opening the statement, you may have to enable pop-ups for this site.

What are you going to see on the statement?

1. Your total worked hours up to 12/24/2016
2. A total of your worked years
3. If you have 5 qualified years or more, an amount that you would be eligible to receive as a monthly pension if you were eligible to retire.
4. Your Individual Account Plan balance

## **Please send us your photos!**

**Crew shots? Celebrating a milestone?  
Received an award? Send us a photo!**  
[photos@tag839.org](mailto:photos@tag839.org)

### **Guidelines:**

- **Send the highest quality/ largest resolution.**
- **Add a caption in the body of the email to tell us who, what, when, where etc.**
- **Pick your best photos. Better is better than more.**
- **Crew shots, BTS, etc. are great! Received an award! We want to celebrate with you - please share!**



As of April 1, 2017, MPI offers HearUSA as a hearing aid network for participants enrolled in Anthem Blue Cross, Health Net and Kaiser Permanente. Through the HearUSA network, participants have access to significant discounts on state-of-the-art hearing aids and accessories. Anthem Blue Cross participants also have access to nearly 4,000 independently practicing audiologists and hearing-care professionals, as well as to more than 220 HearUSA centers.

Through Hear USA, participants are eligible to receive:

- A hearing aid benefit of \$1,386 per ear, every three years
- Price discounts on all hearing aids
- Unlimited Visits to a HearUSA center for adjustments, cleaning and programming during the first year after purchase
- Loaner hearing aids when a hearing aid is being serviced
- Certain warranties
- A three-year supply of hearing aid batteries
- Interest-free financing for 12 months
- Discounts on accessories and batteries

Participants can still get hearing aids outside of the HearUSA network. These participants, however, will not get the discounts offered through HearUSA.

To obtain services through HearUSA, participants must schedule an appointment with a provider through HearUSA directly by calling (800) 442-8231.

**CALLING ALL ARTISTS:**

Are you interested in submitting your artwork for inclusion in The Animation Guild's 2018 calendar?

Email Vice President KC Johnson and she'll fill you in on the details: [kc.johnson@tag839.org](mailto:kc.johnson@tag839.org)

# THE GOLDEN AWARDS?

## An opinion by Robert Alvarez

Most of you reading this are probably asking yourself “What exactly are the Golden Awards?” Well, it is a piece of wood with a brass plaque adorned with a small symbol soon to be as forgotten as the award has become, an animation disc.

Did you know that the Guild once acknowledged its members who had contributed 50 years of service to this craft that we all work in? Remembering the past is, at its best, acknowledging the future. We all work hard for many years and as life shows us time seems to slip by all too quickly.



Let us bring back the one award that our guild has to offer.

Yes, you are right. That “old fossil” is talking about something that he wants for himself. Well, I’ll tell you that as I slowly slide into antiquity I look around and I can see several other veterans deserving of the very same recognition. More importantly, I’ll let you in on a secret: Time goes by incredibly fast and one day you will look back on a long career and will be asking “Where is *my* recognition of service?”

Let us honor those deserving members. Let us keep a record of this historical part of our craft. Remember: History denied is history lost. What say you all? I think it is time to bring back The Golden Awards.

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From time to time, the Animation Guild honors animation veterans with the “Golden Award,” which celebrates an honoree’s fiftieth anniversary in the business of cartoons. Unfortunately, the Golden Awards have not been presented in recent years simply because the outreach, research, organization and planning required to hold an awards banquet of this magnitude is more than our very small but dedicated office staff can take on. We hope to resume honoring our industry veterans in the future, but we need dedicated volunteers to champion the project and make it happen. If you are nearing the 50 year mark or know someone who is, or if you would like to volunteer your time to make a future awards presentation possible, please send your thoughts to [pegboard@tag839.org](mailto:pegboard@tag839.org).

# 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

- [August 15th](#) – Animation Writers and Story Editors.
- [August 22nd](#) – CG Artists and TD's (including Layout) working on shows that do not outsource (most likely Feature).
- [August 29th](#) – Timing Directors and Animation Checkers.
- [September 7th](#) – Creative Managers - Animation Directors, Storyboard Directors, Art Directors and Department Heads.
- [September 19th](#) – Catch-up meeting for anybody working on TV/Video/New Media projects who missed a meeting.
- [September 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](mailto:RSVP@tag839.org), with the date(s) of your chosen meeting(s) in the subject line. Letting us know you'll be there helps us order the right amount of food for meeting attendees.

*All meetings start at 7 pm.*

# IN MEMORIAM

June Foray passed away on July 26th, several weeks before her 100th birthday. June started in radio voice-over work at the age of 12. Her long career as an animation voice actor started in the early 1940's and continued through eight decades. She played a part in maintaining the Motion Picture Academy's Best Animated Short Oscar and in crafting the Academy's Best Animated Feature category. She was one of the founders of ASIFA-Hollywood and created the Annie Awards to honor accomplishments in her beloved industry.

June's roles are far too numerous to list, but perhaps she is best known as the voices of Rocky the Flying Squirrel and his nemesis, Natasha Fatale. Other well known roles include Nell from Dudley Do-Right and most other female voices on The Rocky and Bullwinkle Show. She was also Witch Hazel, Granny in the Tweety and Sylvester cartoons and Cindy Lou Who in Chuck Jones' How the Grinch Stole Christmas.

Among her many honors, June has received a star on the Hollywood Walk of Fame, an Emmy Award, the Winsor McCay Lifetime Achievement Award, and ASIFA-Hollywood established the June Foray Award for individuals who have made "a significant and benevolent or charitable impact on the art and industry of animation." June was the first recipient.



***Martin "Marty" Sklar*** passed away on July 27th. Marty worked at Disney for 54 years, worked closely with Walt Disney, and played a key role in design of the company's theme parks and attractions. Although he did not work in the animation industry, his role at Disney Imagineering overlapped with the company's animation branches and he brought their characters and worlds to an even wider audience through synergy at Disney resorts around the world.

# MPTF IS HERE FOR YOU



## MPTF

MOTION PICTURE & TELEVISION FUND

As someone who works in the entertainment industry, you know how unpredictable life can be. Working on a movie or show doesn't always mean security for people in the industry and their families, which is why it's so important that **MPTF is always there.**

One of the best-kept secrets in the business, MPTF has been around for 96 years taking care of our entertainment family. By working in the business, we belong to MPTF already – an organization whose motto, “**We take care of our own,**” is as true today as when it was founded.

Here are three of the many ways MPTF can help you and your family:

**The Daily Call Sheet** Our volunteer-driven telephone outreach program combats social isolation and loneliness among entertainment industry members and their families, funded with the support of the AARP Foundation. Email [Maureen.Feldman@mptf.com](mailto:Maureen.Feldman@mptf.com) or call 818-876-1918.

**Age Well:** This centralized program provides a pathway to health and wellness for older people, with early assessment and intervention regarding age-related medical and emotional concerns to make informed recommendations to primary care physicians and family members. Call 818-876-4055.

**Crisis Support:** MPTF offers a variety of services that can provide emotional and financial relief to people and their families during hardship, whether it's personal or the result of an entertainment industry-wide event. Call 323-634-3888.

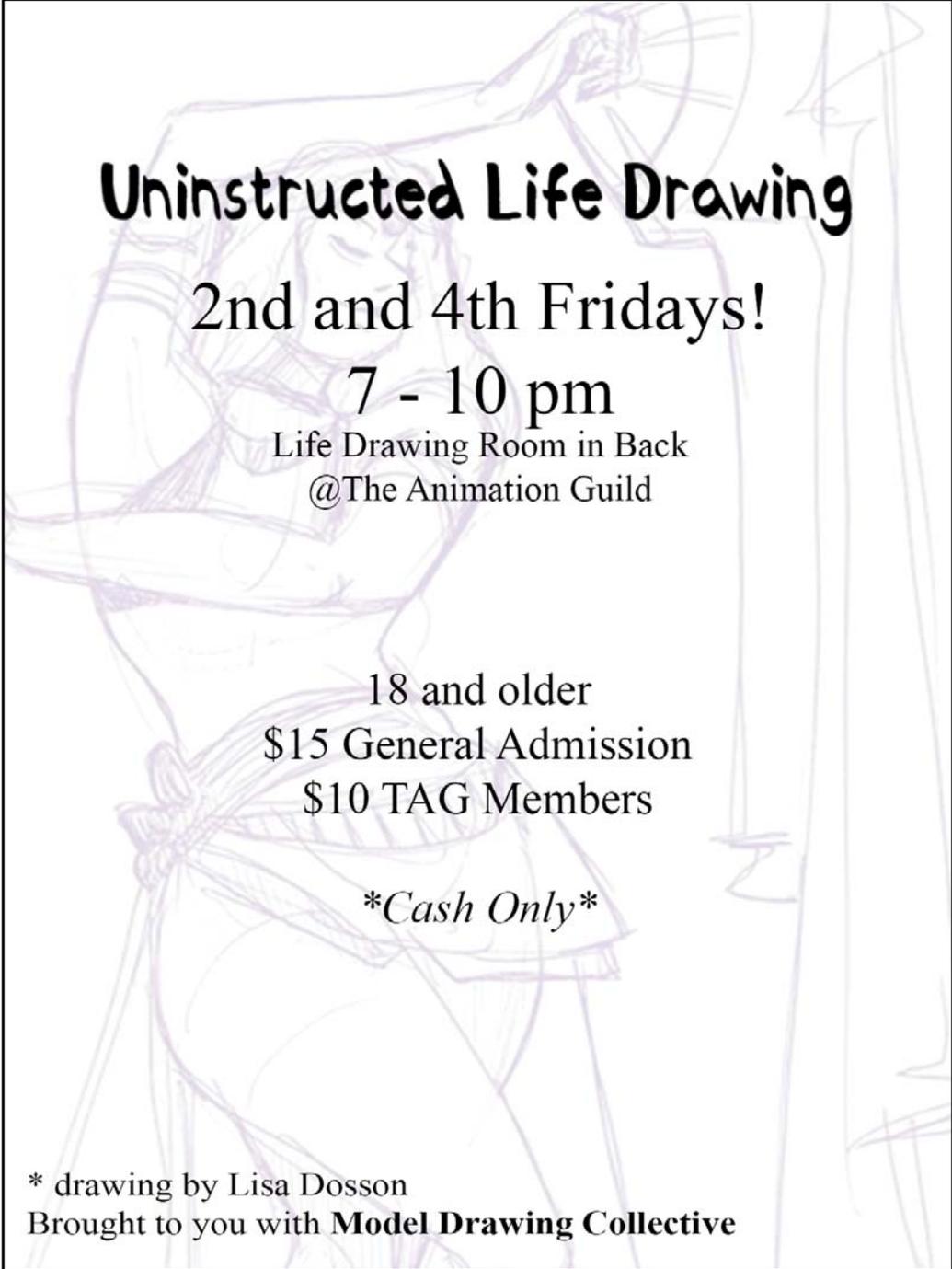
At the forefront of pioneering social services, **MPTF is the #1 place to go** if you're in need in the entertainment industry. Find out more today! Go to [www.mptf.com](http://www.mptf.com) call us toll-free at **(855) 760-MPTF**, or email [info@mptf.com](mailto:info@mptf.com).



SEE US ON FACEBOOK ...  
[FACEBOOK.COM/ANIMATIONGUILD](https://www.facebook.com/animationguild)

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





# 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**

**\$25**

**For  
One  
Year**

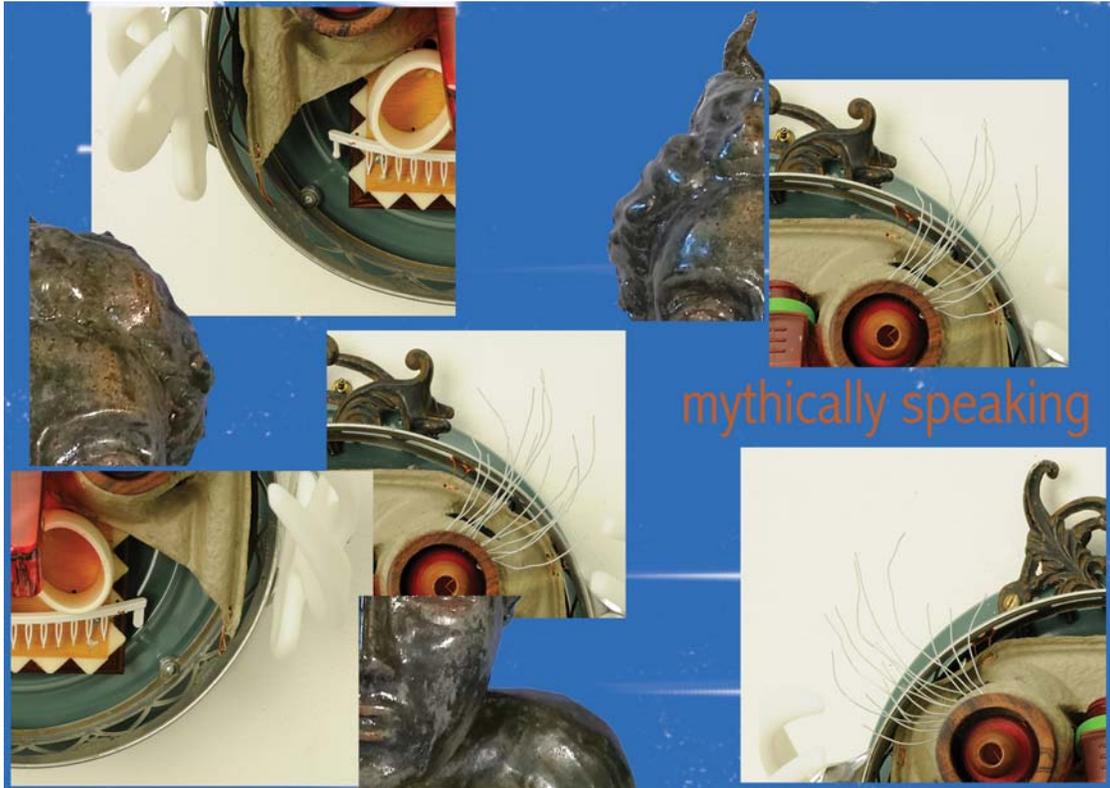
## **Sign Up Or Renew Your Lynda.com Subscription!**

2017-18 Year Three Subscriptions begin on September 1, 2017 and end on August 31, 2018. Enjoy more courses — lynda has added 1,000 courses to its catalog since beginning its partnership with the IATSE.

If you wish to renew your subscription or sign up for a new subscription, send your check for \$25 to the Animation Guild office:

1105 N Hollywood Way, Burbank, CA 91505

Call (818) 845-7500 for more info



## *Mythically Speaking*

*at Gallery 839 in September*

Opening Reception on September 8, 2017, 6-9 pm

Stevan Wahl and Cristi Lyon will exhibit artwork consisting of found materials, glass and ceramic in a two-person show at Gallery 839 September 8th through October 2nd.

Wahl and Lyon are both animation industry veterans, but in this show they are sharing their after hours work. Using myth as a basis and springboard, they both explore our need for overarching tales in very different ways. Wahl creates his own panoply of gods from the detritus of everyday life while Lyon's work is built from the earth using glass and ceramic.

Gallery hours are Monday - Friday, 8:30 - 5:00

# UPCOMING EVENTS AT THE ANIMATION GUILD

**August 22nd** – Craft Meeting: CG Artists and TDs (including Layout) working on shows that do not outsource (most likely Feature). 6:30 pm Pizza, 7:00 Call To Order

**August 25th** – Uninstructed Life Drawing

**August 29th** – Craft Meeting: Timing Directors and Animation Checkers. 6:30 pm Pizza, 7:00 Call To Order

**September 4th** – Contract Holiday, Labor Day

**September 7th** -- Craft Meeting: Creative Managers -- Animation Directors, Storyboard Directors, Art Directors and Department Heads. 6:30 pm Pizza, 7:00 Call To Order

**September 8th** – Gallery opening from 6 to 9 pm

**September 11th** – AAI Fall 2017 semester starts

**September 19th** – Craft Meeting: Catch-up meeting for any working on TV/Video/New Media projects who missed a meeting. 6:30 pm Pizza, 7:00 Call To Order

**September 21st** – Craft Meeting: Catch-up meeting for any working on Feature projects who missed a meeting. 6:30 pm Pizza, 7:00 Call To Order

**September 26th** – General Membership Meeting. 6:30 pm Pizza, 7:00 Call To Order



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