



DO SOMETHING!

How One Member Can Affect the Whole Union

This summer's craft meetings have brought a lot of members to Hulett Hall who are ready to get involved. Whether this is their first union meeting or they come to every other meeting, most attendees want to find out what's going on among the members of their own craft, voice an opinion, agitate for change, complain (yes, that does sometimes happen), or volunteer where the Guild needs it . . . many want to just DO SOMETHING!

Unfortunately, it's not always clear HOW members can get involved. The good news is that it's not difficult: if you go to a craft meeting or a general membership meeting, you've already taken the first step! Okay, technically if you're just reading The Pegboard you're taking a teeny step, too, by keeping yourself informed of Animation Guild news and learning how you can take more and bigger action. One thing folks have learned about at the craft meetings is the idea that labor unions are run by their members – that's you and your coworkers, that's the volunteers elected to the executive board, and that's Jason MacLeod, our Business Representative, who is a member, too, though he had to resign his position as an artist in order to take the job of representing all of us at meetings, at our workplaces, at contract negotiations, in the industry and out in the wide world.

One of Jason's jobs is to represent us, but in order to do that we need to participate by staying informed, by sharing what's going on at our workplaces, by honoring our collective bargaining agreements, by letting the Guild know if there's a problem that needs to be fixed, and -- hopefully -- by actually getting involved yourself in order to make something good happen.

If you've got the time and inclination, keep (or start) attending meetings. That's where you meet other members and can find out more about what's going on at the Guild. If you're ready right now to spend a little more time and effort to effect change at the union, then join a committee -- we've got

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(continued on page 3)

IN THIS ISSUE

Do Something! 1
From the President: The Wage Survey 4
Childcare at General Membership Meetings 5
Meet Animation Historian Mindy Johnson 6
From the Business Representative 8
Day at the Races 10
In Memoriam 11
MPTF Is Here For You 12
Congratulations Emmy Winners! 13
October Gallery Show 14
Upcoming Events At The Animation Guild 15

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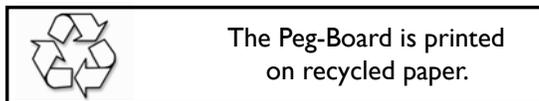
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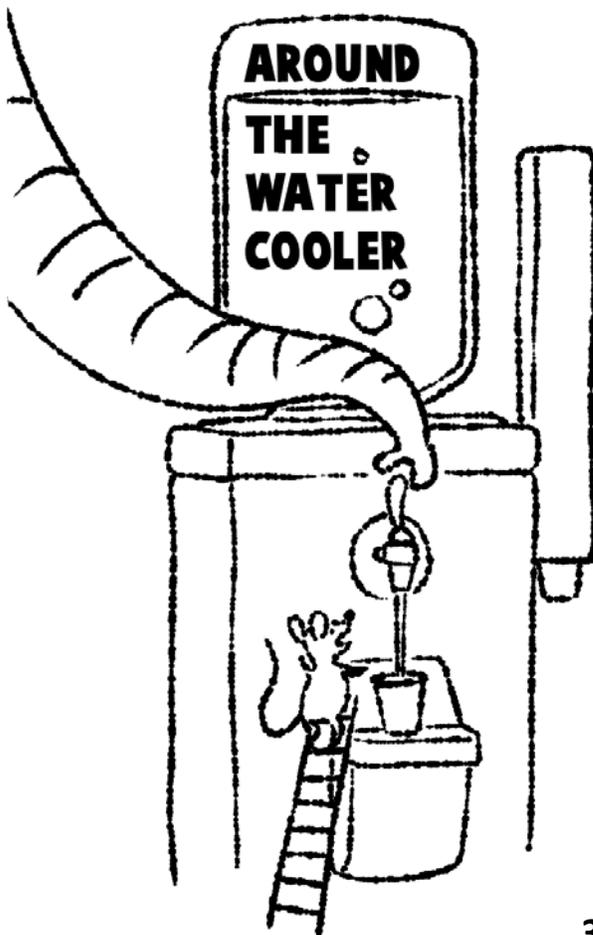


DO SOMETHING!
(continued from page 1)

a few and we're always looking for volunteers to share their opinions, take part in planning, and help guide the union into the future. Current committees include: Young Workers, Communications, Party Planning, Test Evaluation, and Negotiations. We need input from members in all of these groups, especially in planning for the next contract negotiations in the spring of next year. Choose your area of interest and dive in!

Maybe you aren't ready to jump right in or maybe you don't have the time at the moment to volunteer for a committee, but you still want to do something. Here are some other things you can do: open and read e-mails from the Guild, fill out the wage survey and remind your coworkers to do so, too, join the Facebook closed group to stay informed and share your opinion, write an article on something you care about for The Pegboard, make sure the guild has your current contact information, e-mail Jason or a board member to share your thoughts, wear an Animation Guild T-shirt to work!

Are you ready to volunteer a little of your time and effort? Send a note to President Laura Hohman to join a committee: laura.hohman@tag839.org.



Spencer Knapp of DreamWorks Feature and Ray Leong of DreamWorks TV were appointed to the Executive Board this month.

New staff starting soon at the Animation Guild . . .

Robin Kane's mom, Rosalyn, is on the mend after fracturing her hip. We all wish her a speedy recovery!

Got a piece of news for our Around the Water Cooler section? Call Office Manager Lyn Mantta at the Guild and give her the scoop!

Call (818) 845-7500 or e-mail lyn@animationguild.org

FROM THE PRESIDENT LAURA HOHMAN



THE WAGE SURVEY

It's that time of year again, and our 2017 Wage Survey is live! We have tried a few new things this year for our survey, the biggest is deciding to do it completely online. I know that this may not be ideal for everyone, but trust me when I say this is much easier on our office when it comes to computing results. In the past we would wait a few weeks after the end date to receive all the mailed in surveys, then one by one enter the data by hand. Having the entire process digital allows us to immediately look at the collective results and gauge trends more quickly (which means faster data to our members).

In past years, our Wage Surveys have had a completion rate in the mid-20% range. The means that out of our 4000 members, only 900 or so take the survey. This year we are shooting for 50%, at least that is my goal. Really, I would be pleased if this resulted in more members understanding the importance of the wage survey.

What is the importance you ask? Well, let me tell you.

Our annual Wage Survey is how we as the Animation Union can track what really is current in the industry. It is so sooo very important, especially with negotiations coming up next summer, for TAG to compile as much data as possible, and the Wage Survey is one of the best ways to gather the information that we need to get the best deal possible for our members.

The results from this survey can help you as an individual as well. I know that as artists we all dread annual reviews and asking for raises. With this survey, you are able to view the average reported rate for others in LA doing the same job as you. This information will allow you to make the most informed decisions you can when you negotiate your next raise.

If all of this hasn't tempted you to complete your survey, please just do it for me, or for your coworker, or just because we have the legal right to share our wage information in America. This survey is completely anonymous, so rest assured, no one will know it is you who makes 40% more than them.

If you haven't received the Wage Survey Email, check your Spam folder. If it's not there, please send an e-mail from your chosen personal account to membership@animationguild.org and include your full legal name; we'll update our files and send you a new Wage Survey Email.



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.

**SEPT
26**

7PM
DOORS OPEN
@ 6:30

MEET ANIMATION HISTORIAN MINDY JOHNSON



This month, The Pegboard talks to Mindy Johnson, an animation historian who discovered the original model for Tinker Bell in Walt Disney Studios Ink & Paint Department! That discovery led to the subject of her newest book.

The Pegboard: What's your background in the animation industry?

Mindy Johnson: My training and background started in film and television production in New York. I began in animation here in Los Angeles by working in production at Walt Disney's TV Animation division. This was followed by a number of years within publicity for Theatrical Pictures Marketing and later for Walt Disney Home Entertainment where I managed the global publicity efforts for the classic animated titles. In addition to working with and befriending many of the great Disney Legends of animation, it was a tremendous joy to introduce these animated masterpieces to new generations of fans. As a longtime professor of film and animation in Los Angeles, I began researching and writing about animation years ago, and when the Home Entertainment division folded a few years ago, I began writing and consulting along with teaching.

Pegboard: Please tell us a little about your new book.

Mindy: *Ink & Paint - The Women of Walt Disney's Animation* is a landmark volume which casts a long-overdue light on the extraordinary artistry and contributions of thousands of unsung women in animation. This will completely change what we think we know about animation and its nearly 100 year history. For the first time, women's roles are explored, not only at Disney, but throughout the industry as world wars, technology, and economic factors altered and shaped the animation industry.

Pegboard: What led you to this subject?

Mindy: When I first began at Disney a number of years ago, I would wander past the Ink & Paint Department completely fascinated by this extraordinary world of color. While working on my previous book, *Tinker Bell - An Evolution*, I was delighted to discover the original model for the final character was a woman who worked in Ink & Paint - Ginni

Mack (who sadly passed, recently). Getting to know Ginni and exploring the Ink & Paint process behind Tinker Bell, opened up this mysterious world of the inking and painting of animation cels. I'd pitched the idea of writing about this world in what I thought would be a charming little book. I quickly learned there was nothing 'little' about what these women accomplished within Ink & Paint and beyond.

Pegboard: What's the story behind the story?

Mindy: Not sure if we have enough space to tell the complete story, but through the course of researching this volume, it became painfully clear that history is recorded, preserved, archived and written about from a male perspective. There was virtually nothing documented on key women, or their roles, beyond a few materials on Mary Blair or possibly Retta Scott. The work of the artists in Ink & Paint was often reduced down to one sentence that generally referred to this department as: "pretty girls who trace & color" -- yet nothing could be further from the truth!

To give this story as much of a firsthand account as possible, I conducted over 130 interviews with artists and their families. It took quite a bit of tracking to locate many of these ladies or their families, and there were a number of times I found myself digging in closets or under beds to help find various pieces of artwork. A number of 'charmed' circumstances unfolded throughout the 5+ years of research and writing on this book, all of which clearly meant this was a volume that needed to happen.

Pegboard: Any plans for another book in your future?

Mindy: My research continues into the history of women in animation and I'd welcome the opportunity to speak with any ladies with the union who worked in animation prior to the 1980s - there is so much still to explore! In addition to this continue work, I've been exploring several new subjects and we hope to announce some terrific projects shortly.

Pegboard: Thank you so much, Mindy!

Members, please send an e-mail to pegboard@tag839.org to get in touch and help Mindy with research!



FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD



WHAT THE BUSINESS REPRESENTATIVE DOES

Here's what I've learned about the role of Business Representative, nine months into a three-year term. I discover something new every day, and while I feel I understand some aspects of the position, I know I have a lot more to figure out. Here are some facts:

The Business Representative is the only elected, full-time employee of the Animation Guild, IATSE Local 839. I'm a voting member of the Executive Board (with 15 other members who are volunteering their time to steer the direction of the union) and I manage the union office. My role and responsibilities are spelled out in the Local 839 Constitution and By-Laws - https://animationguild.org/wp-content/uploads/2015/09/Local839_CBL.pdf

Some key points - as Business Representative, I may not work for any union studio (I had to resign my position after being elected), I am responsible for hiring and managing the union office staff, and I supervise all the business affairs of the Local. The Business Representative is the representative of the Union and all members in relations with employers. Our contracts provide for access to employer workplaces, so you may see me at your studio - please introduce yourself. If you'd like me to visit your studio, please let me know – send email to jmacleod@animation-guild.org – and I'll schedule a visit.

In running the union office, the work can be generally be divided into two main areas – **Member Services** and **Contracts & Enforcement**.

Member Services include many of the things you see ASIFA, VES, AMPAS and other honorary societies do for their members. Larger studios also have employee services - events, screenings, the annual holiday party are some examples. Membership meetings and the series of craft meetings held this summer also fall under member services. However, Local 839 is a labor union, and we provide more than honorary societies do - we help connect members to health benefits, answer questions and are an advocate for members that are experiencing difficulty in their professional or personal lives. As a member, you are part of a community of working artists, and the Guild continues to look for ways to strengthen and grow that community. By the way, if you're a member, have you joined the closed group on Facebook? Please join almost 1900 members that are participating in discussions – this group has doubled in size in the

last nine months: <https://www.facebook.com/groups/IATSE839/>.

Communication is the key to our strength.

Contracts & Enforcement – the Business Representative is tasked with negotiating new contracts and making sure the existing contracts are upheld. This means workplace visits, listening to member concerns, discussing disputes and escalating issues as needed. We partner with an attorney, Michael Four at Schwartz, Steinsapir, Dohrmann & Sommers when we need legal assistance. Although the union does not take on personal issues for members, we may be able to offer advice or a referral; please call the union office at 818-845-7500 for specifics. Please note: the contract works when we all follow it. Not asking for overtime and working unpaid hours hurts everyone because unrealistic expectations are set. Not asserting your rights means that the next artist will get taken advantage of. Don't agree to wages or conditions that are less than what the contract requires! If you're not sure, please contact the union office. Consistent, timely enforcement is important - help preserve what has been fought for in bargaining by letting the union office know about workplace issues!

Looking ahead, members will see changes in 2018 – the Animation Guild will begin publishing a magazine to celebrate members and their accomplishments. Additional office staff will be hired to upgrade member services, communications and outreach. Operationally, the office will start to accept credit cards and the online payment system for dues will be overhauled. With the support of the Executive Board and the membership, we will prepare for the 2018 contract negotiations and the negotiating committee will do their best for the membership. As chair of that committee, I can only promise that we won't be out-worked. If you would like to contribute to preparing for negotiations, please contact me to be added to the committee list – your participation truly makes a difference!

How else can you help? Let the union office know if you've moved, switched phone numbers or have a new personal email account. Pay your dues on time. Don't undercut the contract. Don't work for free – ask for overtime if you need it, and don't work additional hours if the overtime is not approved. Fill out your own timecards, and report the hours you work truthfully. Suggest a paid freelance assignment instead of a test (if asked to take one) for the next role you apply for. Help other members who need it, and contact the union office if you need a hand understanding the contract or feel that something in the workplace is not right. All of us in the office will do our best. Your dues pay us, we work for you.

Yours in solidarity,

Jason



October 22, 2017
Santa Anita Park

GATES OPEN AT 11:00 AM
LUNCH FROM 12:00 – 2:00 PM
FIRST RACE 12:30 PM

Ticket includes: Admission, parking, race program, a great lunch buffet, and lots of fun activities for the whole family.

ORDER TICKETS TODAY AT MPTF.COM/DATR



Proceeds benefit  **MPTF**

For more information please contact:
Abel.Martinez@mptf.com or **818-876-1974**
Order tickets at MPTF.com/DATR

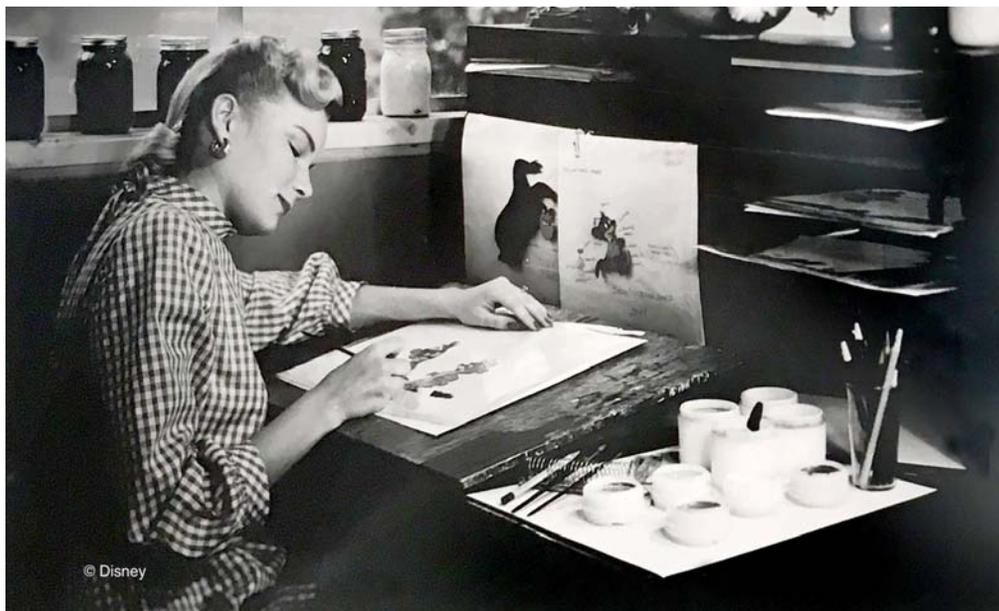
IN MEMORIAM

Kathy Barrows passed away on July 12th. She worked as an inker, animation checker and supervisor at UPA, Warner Bros, Universal, Baer Animation, Disney, Filmation and Don Bluth.

Jan Green passed away on July 17th. Jan was a storyboard artist and story director at Disney TV, Marvel, Hanna-Barbera, Bill Melendez Productions, Bakshi and Format Films.

Lance Williams passed away on August 21st. Though not a member of the Animation Guild, we honor Mr. Williams for his significant contributions to research and development of computer graphics in the field of film and video.

Ginni Mack passed away on August 23rd. Born in Oklahoma, Ginni moved to Southern California at the age of 10 and started her first job in the Ink & Paint Department at Walt Disney Studios at the age of 18. Recognized for her keen color sense, she also worked in the studio's famed "Rainbow Room." During her first tenure at Disney, Ginni served as the original model for Tinker Bell. After raising her son, she returned to Disney Studios as a paint supervisor and was involved in development of the studio's Computer Animation Production System for digital Ink & Paint.



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:

Palliative Care: MPTF provides support for individuals and families at any stage of illness and at any stage of life. Our Palliative Care Program is a multidisciplinary medical/social philosophy specializing in the relief of suffering and the achievement of best possible quality of life for patients with advanced illness, and their families. Call 818-876-1739.

Insurance Services: Having insurance means peace of mind, and in an industry that goes up and down depending on your job, finding the right plan with reasonable premiums can be overwhelming. MPTF offers competitive insurance options for uninsured industry members and can talk to you one on one to find the best way to keep you and your family covered. Call (888) 558-4247.

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 call us toll-free at **(855) 760-MPTF**, or email info@mptf.com.

CONGRATULATIONS EMMY WINNING ANIMATION GUILD MEMBERS!



Animated Program

“Bob’s Burgers”

Bob, Actually

Rich Rinaldi

Bernard Derriman

Chris Song

FOX



Short Form Animated Program

“Adventure Time”

Islands Part 4: Imaginary Resources

Pendleton Ward, Adam Muto, Graham Falk, Kent Osborne

Jack Pendarvis, Elizabeth Ito, Lindsey Pollard, Michael Lyman,

Ken Bruce, Maureen Mlynarczyk

Cartoon Network

Individual Achievement in Animation (Juried Awards)

Bryan Andrews, Storyboard Artist

Samurai Jack • XCIII • Adult Swim • Cartoon Network Studios

Scott Wills, Production Designer

Samurai Jack • XCIII • Adult Swim • Cartoon Network Studios

Craig Kellman, Character Designer

Samurai Jack • XCII • Adult Swim • Cartoon Network Studios

Lou Romano, Background Designer

Samurai Jack • XCV • Adult Swim • Cartoon Network Studios

Justin Nichols, Character Animator

Wander Over Yonder • The End Of The Galaxy

Disney XD • Disney Television Animation



Jill Petrilak

jabberjawjill@yahoo.com

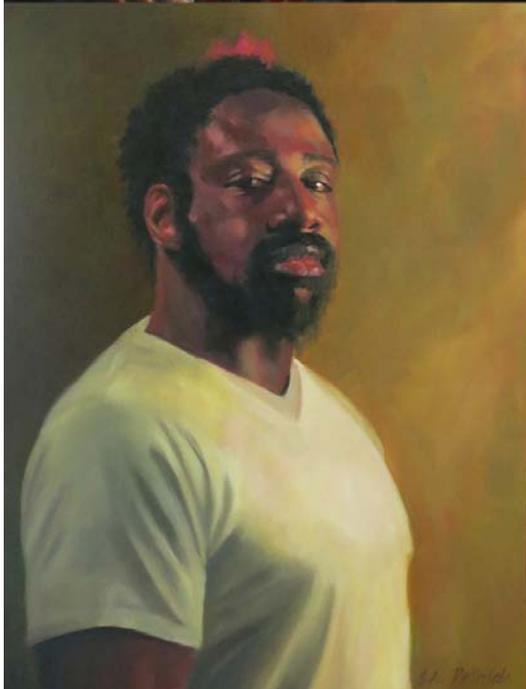
Oil Paintings

reception Oct. 6, 2017

6-9 pm.

Oct. 6 - 31 2017

the animation guild
1105 N. Hollywood Way
Burbank, Ca. 91505



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

UPCOMING EVENTS AT THE ANIMATION GUILD

September 18th – Negotiations Committee Meeting:
Members who participated in previous negotiations share their experiences. Meeting begins at 7pm.

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 22nd – Uninstructed Life Drawing 7-10pm

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

October 6th – Gallery Opening 6-9pm

October 13th – Uninstructed Life Drawing 7-10pm

October 23rd – Negotiations Committee Meeting: IATSE representatives discuss IA Basic Agreement and contract negotiations for Hollywood Locals. Meeting begins at 7pm.

*RSVP to the Craft Meetings and Negotiations
Committee meetings at RSVP@tag839.org*



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1105 N. Hollywood Way
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09/2017