



MEMBER BENEFITS

Are Not a Mystery . . . Or Are They?

Most of us know that as members of the Animation Guild, otherwise known as Local 839, IATSE, we're eligible for health and pension benefits. We do our best to share information about benefits with new members by inviting them to a new member lunch after they've completed the requirements to become active members in good standing – once they've paid all initiation fees and their application for membership has been approved. At those lunches, new members get an overview of the health and pension benefits and the Guild's optional 401(k) plan, and can ask questions to make choosing a health plan and planning for their futures a little easier.

But what about our members who are not so new to the guild? Do they know that our health benefits through MPI include a Member Assistance Program -- OptumHealth's Live & Work Well Program -- that provides services 24 hours a day and seven days a week? When you phone the MAP, your call is answered by a representative qualified to offer instant counseling and advice for life's challenges: stress management, substance abuse and addiction, couples, parenting and family issues, elder care, crisis support, dealing with the uncertainties of having a career in a not always stable industry. Beyond that first phone call, you can get extended help through counseling services that are free for the first several sessions and very affordable (\$5 co-pays) after that.

The Live & Work Well Program covers you -- the member -- and everyone living in your household. That means you can get parenting advice from a qualified counselor at the same time as your teenager can get help dealing with a new school and your spouse can get help managing care for an aging parent. Beyond counseling, the MAP can also provide no-cost financial and legal consultations and referrals for extended discounted financial and legal services after the first free consultation. Members dealing with debts, student loans, bankruptcy, tax problems, wage garnishment, budget manage-

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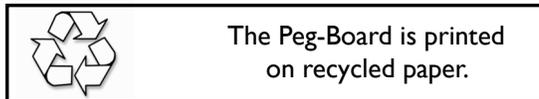
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Publications of *bona fide* labor organizations may reprint articles from this newsletter so long as attribution is given. You can stop by the Animation Guild office weekdays between 8:30 am and 5 pm and pick up current or recent back copies of *The Peg-Board*, free of charge.

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.



MEMBER BENEFITS

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ment or retirement planning can get a free 30-60 minute consultation with an experienced, credentialed financial coach just by making a call. Members needing help untangling visa issues, a separation or divorce, document preparation and estate planning, or traffic or criminal matters can have a free 30 minute consultation (on the phone or face-to-face) with a licensed attorney.

All Animation Guild members are eligible for these benefits and we ALL face issues at one time or another in our lives. If you'd like to learn more and take advantage of the benefits available to you and learn more about the Member Assistance Program, please visit www.liveandworkwell.com and enter Access Code: MPIPHP, or call **1-888-661-9141** -- 24 hours a day, seven days a week.

And what about the Motion Picture & Television Fun, or MPTF, as they're more widely know? MPTF was founded by Mary Pickford and partners Charlie Chaplin, D.W. Griffith and Douglas Fairbanks in 1921, when she set out a bucket for donations on her film set. Since then, MPTF has grown to offer a wide range of services to those working in and retired from the entertainment industry. They are best known, perhaps, for the MPTF health care centers operated by UCLA Health, but do you know about their residential services, which offer retirees independent and assisted living?

Other services include Counseling, Financial and Charitable Services (temporary financial assistance for eligible industry members, referral to community resources, and counseling to navigate difficult times), Community Programs (classes, community based programs and activities), Volunteer Programs (donate your time as a phone buddy, pool buddy, visitor, computer tutor, grocery shopper and more), MPTF Insurance Services (advising on individual plan options if your bank of hours runs out or Medicare options for retirees), Behavioral Health (using a holistic approach to behavioral management for patients 55 and over), Saban Center for Health and Wellness (a fitness/training center with personal trainers to help, instruct and encourage your personal best), Elder Connection (for senior industry members, or those facing challenges caring for older parents), Home Safe Home (assisting seniors with minor home repairs and improvements to ensure safety and comfort in their own homes), and the Samuel Goldwyn Foundation Children's Center (day care service for children age 8 weeks to 6 years).

Please visit www.mptf.com or call toll-free: **855-760-6783** to learn more!

FROM THE PRESIDENT KC JOHNSON



INTRODUCTIONS, CHANGES & YOU

Well, hello! My name is Karen Carnegie Johnson. Earlier this month, President Laura Hohman resigned her presidency and I, as Vice President, automatically assumed the office. On behalf of the entire Guild, I want to thank Laura for her time, energy, talent, and enthusiasm, and wish her the best in her endeavors.

Here's some quick info on your new President. I'm originally from New Jersey, and earned both a business degree (University of Delaware) and a BFA in Illustration (RISD). I started my animation career at MTV's *Daria* in Manhattan before moving here to Los Angeles. My credits include Sony, Disney TV, Film Roman, Nickelodeon, Cartoon Network, and Fox TV Animation projects in layout, storyboard, timing, and directing. Currently I'm a Retake Director on *The Simpsons*. My husband is a comic book artist and we have two kids in elementary school. This is my tenth year on TAG's Executive Board.

Changes

When I officially took office as President, the Executive Board elected Jeanette Moreno King as Vice President. Dave Thomas then assumed the role of Trustee. Spencer Knapp and Ray Leong were recently appointed to the board, filling positions that opened earlier this year, and we'll have to fill one more seat left open after all of these changes.

Your Executive Board is full of energized, inspired, and feisty professionals working hard for you. We are in the midst of exciting changes and our priorities include updating systems, adding office staff, elevating our profile within our parent union the IATSE, preparing for contract negotiations next year, providing services of real value, and improving communication with you, our members.

Save the date for our next General Membership Meeting to hear about our progress -- Tuesday, November 28th, 7pm.

You

The breadth of our current activity has led to new committees to handle the overflow. This creates a great opportunity for you to participate in the decisions we face. (For the record, committees discuss their topics in-depth and make recommendations to the Board – they do not set policy by themselves.)

The real truth is that YOU are the union. And you are paying attention. Our September General Membership Meeting was packed. Employment in the industry is breaking records. Come and join in.

Our committees:

Negotiations: Arguably our most important committee. This is where we prepare for upcoming contract negotiations with the AMPTP (the producers). The committee next meets on Thursday Nov. 2nd, with special guest IATSE Vice President Mike Miller. The meeting will begin at 7pm, and will be at the Local 839 office in Hulett Hall. RSVP at RSVP@tag839.org.

Test Evaluation: Our contract requires that any tests requested must be reasonable and related to hiring. We are working on strategies to combat abusive testing. Lend your voice to craft an equitable and fair policy going forward; we are seeking members in positions to create tests and make hiring decisions.

Party Planning: The format and venue of our annual January party is changing! Chime in your thoughts on the logistics.

Communications: The Communications committee will focus on reaching our members and getting them the information they need through unified messages through all media. E-mail me if you're interested!

Young Workers: All members are welcome to come and participate! This group focuses on the "under 35" demographic. We feel reaching out to these members and getting them involved is vital to the future of our beloved Animation Guild! Check out our Twitter @TAGYoungWorkers and Facebook page! e-mail: TAG.Youngworks@gmail.com.

Comic Con: The Executive Board is currently exploring the idea of having a presence at the San Diego Comic Con and what the benefits would be.

Publications: We have our traditional newsletter, The Pegboard, but we are overdue for taking the leap forward into a bigger, better, more informative and celebratory publication. We need to craft what this will be. Focus groups are planned for various studios - e-mail magazine@tag839.org to let the committee know you're interested in participating!

In Summary

I'm looking forward to what we can achieve together over the next two years. Come to a General Membership Meeting and/or a committee meeting and say hi. Get to know the folks on the Executive Board -- they're doing great things for you.

What doesn't change is that your talent in the workplace translates into millions of dollars at the box office and in ad revenue for our employers. Never forget it. Let's work together to ensure your fair treatment and celebrate our achievements.

In solidarity,

KC Johnson

Questions? Interested in a committee? Find me at: KC.Johnson@tag839.org.

Save the Date!

The TAG Holiday Party will take place
on January 14, 2018 at a NEW VENUE!

Details coming soon by email.

Not on the email list? Send an email to
membership@tag839.org to let the office know.

NEW MAGAZINE, NEW NAME!

TAG is getting its own quarterly
magazine and we want your input!

Like the DGA's *DGA Quarterly* and
the WGA's *Written By*, this print publication
will celebrate our members and our craft.

Let us know what you think we should call it.
Email your ideas to magazine@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**



the **animation** guild

IATSE LOCAL 839



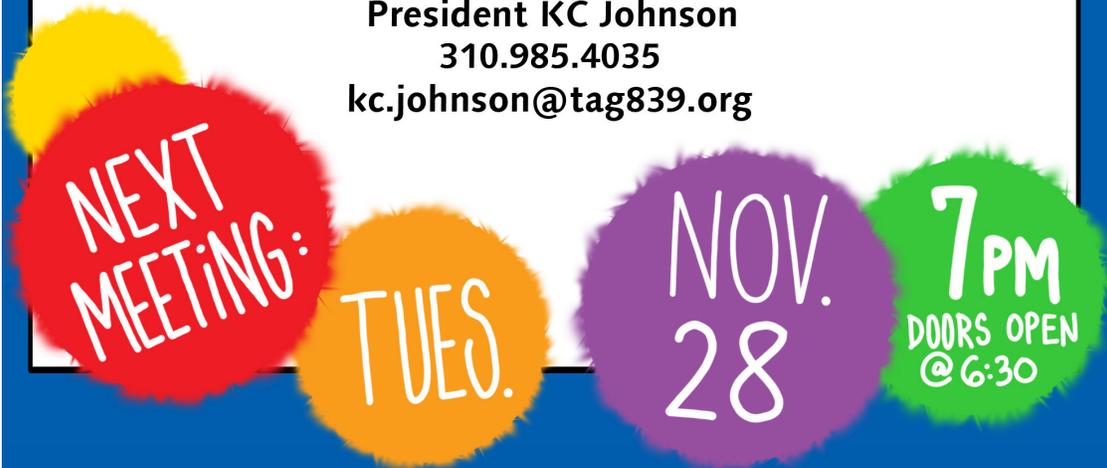
The Animation Guild
will be hosting free
CHILD CARE
at General Membership Meetings!

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 cell 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:**

President KC Johnson
310.985.4035
kc.johnson@tag839.org



FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD



PREPARING FOR CONTRACT NEGOTIATIONS

At the end of July 2018, the Animation Guild Master Agreement will expire. Our term agreements have a three year cycle, and 2018 will be a year in which we negotiate a new contract with signatory studios.

Based on the timeline indicated by the IATSE West Coast Office, negotiations for the Basic Agreement will take place in late March and early April. Local 839 negotiates after the other West Coast Studio Locals, placing our time at the table around late April.

That may seem like a long way away, but it is only a matter of months, and there is a lot to do to prepare. Now is a good time to think about what has happened in the last two-and-a-half years, and what you would like to see change. Are you interested in helping with negotiations? We are stronger when we work together – your input, your voice and your contributions are welcome. Here’s a timeline to consider:

Fall – Think about saving vacation time and saving money, so that you have flexibility. Participating in or attending negotiations could mean taking time away from work - whether for just one day or the entire bargaining session. Would you like to join the Negotiations Committee? The group has started meeting – let President KC Johnson know you’d like to participate. Help is needed with planning education efforts, formulating strategy, doing research and writing proposals.

Winter – After the holidays, the committee will continue with more research and prioritizing all of the issues that members have brought forward. In the New Year, the Local hopes to hold a class on negotiations to help educate all the members of the negotiating committee on what to expect from the bargaining process. Some proposals may need additional supporting material – we will use the power given to the union by the National Labor Relations Act to request information from studios. Want to read more about this? Search the internet for “duty to furnish information”!

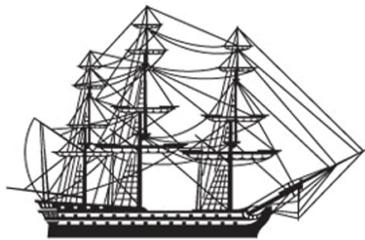
Spring – If you are on the negotiation committee or have participated in negotiations before, let your colleagues know about it! Write an article for the Pegboard (pegboard@tag839.org), post on the Facebook closed group, or just talk to others at your workplace. Help get the word out – your participation shows studios that we are ready to stand together.

Would you wear your union t-shirt to work? Sign a petition to be presented to your employer? Attend a rally? These are just some of the ways that you can help demonstrate your support for an issue. Visible support is the most powerful way to show employers that we are ready to act.

The goals of the union are to help people make a good living and have a good life. Together, we negotiate collectively to achieve what none of us can accomplish individually. Health care, pension and retirement benefits, getting paid for the work you do and the value you create. These aren't gifts given freely – they are the results of the hard work of those that came before us. In the Spring, it will be our turn.

Yours in solidarity,

Jason



Vanguard[®]

**Save for your Future!
401(k) 50+ Catch-up Contributions!**

If you are 50 or older, or will turn 50 this calendar year, you may be eligible to contribute an additional \$6,000 to your 401(k) account.

That raises the 2017 contribution limit from \$18,000 to \$24,000.

Call the office at 818-845-7500 or email 401k@tag839.org for details!

The Animation Guild Local 839 is part of the SAG-AFTRA Federal Credit Union Family

As of July 1, 2017 Musicians' Interguild Credit Union, the former credit union to the Animation Guild Local 839, merged with SAG-AFTRA Federal Credit Union and became one credit union.



www.sagaftrafcu.org / 818.562.3400

Locations and Hours

For faster processing send all deposits, payments & correspondence to:
P.O. Box 11419 Burbank, CA 91510



Branch Office Hours: Monday-Friday 9am to 5pm PST



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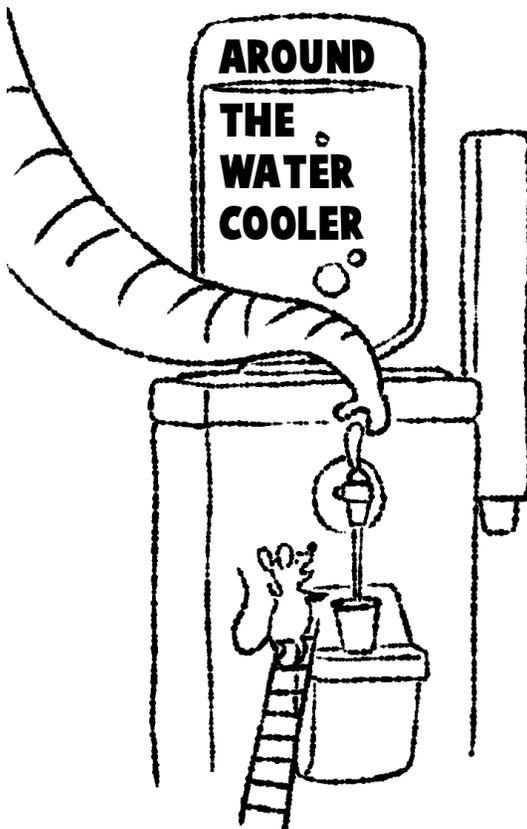
(Opening Late 2017)
3220 Winona Ave.
Burbank, CA 91504

IN MEMORIAM

Norly Paat passed away on June 10, 2017. He worked as a Layout artist, Background artist and Animator for Hanna Barbera, Amblin Entertainment, Filmation and Warner Bros. Norly was the husband of Karen Paat, also a union member, who passed away in January of 2017.



Sue Adnopo passed away on August 19, 2017. After growing up around the world as an “army brat”, Sue designed her own clothing line and then went back to school – Art Center College of Design – for an MFA in Fine Arts and Illustration. She turned her varied experience into a successful career in animation, including work on TV series for Ralph Bakshi and Hanna Barbera, and work as an assistant animator and background artist on features for Walt Disney Studios. Sue is survived by her husband, David, her daughter Zoe Alexander, son-in-law, Sam Alexander, grandson, Griffin Alexander, and sister, Stephanie Stroup.



Whitney Wetta (Nickelodeon) and husband Marshall welcomed their son, Maxwell Morris Wetta, into the world on September 27, 2017. Our congratulations to the new parents!

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

MPTF IS HERE FOR YOU



MPTF

MOTION PICTURE & TELEVISION FUND

We all know how fortunate we are to be part of the entertainment industry. As such, we all have a unique part to play. The MPTF plays its part by helping take care of our community who have fallen on hard times or just needs a little help. Whether you work on a sound stage or in a conference room, MPTF is here for you.

Without the lights and camera, there would be no action. To create movie and TV magic, everyone on-set and behind-the-scenes plays their part. Thanks to the support of entertainment professionals like you, we are able to help members of our community in need.

Producer Emma Thomas (*The Dark Knight*, *Dunkirk*) just sat down with Variety this month to explain why she's part of the MPTF family: "The reason it's still around and the reason it's done so well a hundred years in is people care about each other. Over the years, the titans of our industry have recognized that they owe something to the people that they work with and our community. That's a really special thing. I can't think of any parallel in any other industry." Most importantly, she adds, "Oftentimes you're in a situation where you don't know anything about all of these issues, so it's really helpful for people to have somewhere to turn."

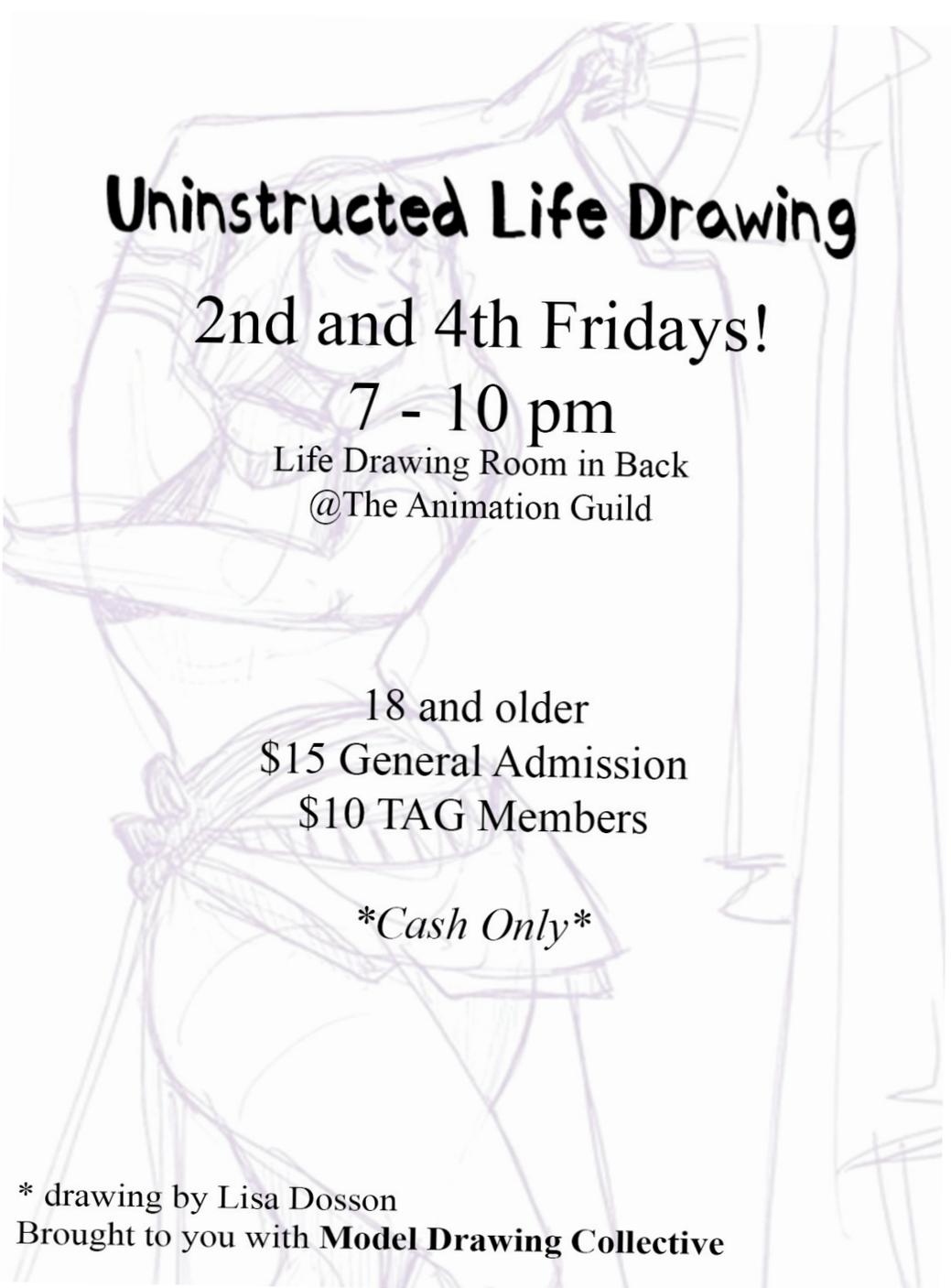
We also help the industry with fundraisers like our annual Day at the Races, which just celebrated its sixth anniversary with another fun-filled day at Santa Anita Park – and a great time affordable to the average worker.

Find out more today! Go to www.mptf.com call us toll-free at (855) 760-MPTF, or email info@mptf.com.

CALLING ALL ARTISTS:

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

Email President KC Johnson and she'll fill you in on the details: kc.johnson@tag839.org



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

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Call (818) 845-7500 for more info

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FRIDAY NOVEMBER 3

6 PM TO 9 PM

AT GALLERY 839

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KENNYMCGILL@MSN.COM

JOEYMASON@GMAIL.COM

Regular Gallery Hours Are Monday - Friday, 8:30 - 5:00



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



AND THE TAG BLOG ...
animationguildblog.blogspot.com

UPCOMING EVENTS AT THE ANIMATION GUILD

October 27th – Uninstructed Life Drawing 7-10pm

November 2nd – Negotiations Committee Meeting:
IATSE Vice President Mike Miller discusses the Basic Agreement and contract negotiations for Hollywood Locals. Meeting begins at 7pm; RSVP at RSVP@tag839.org.

November 3rd – Gallery Opening 6-9pm

November 6th – UNION PRIDE Wear Your Guild T-Shirt To Work Day. T-Shirts available at www.animationguild.org, or get in touch with the office (818-845-7500) if you want to organize your crew and post the photos on social media.

November 10th – Uninstructed Life Drawing 7-10pm

November 17th - 19th – CTN Expo. Visit our booth!

November 23rd & 24th – Contract Holidays: Thanksgiving

November 28th – General Membership Meeting.
6:30 pm Pizza, 7:00 Call To Order.



**The Animation Guild Local 839 IATSE
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