



NOT SO “NEW” MEDIA

One Member's Take On Sideletter N

Next year, we once again have the opportunity to sit with the employers to review our collective bargaining agreement. That agreement not only provides our minimum working conditions, but is also the watermark for how an animation employer should provide for their employees. Jason MacLeod’s article of this edition of the Pegboard shares the top three workplace concerns that were submitted through the Wage Survey. “New Media” is tied for third, and only behind preserving the health and pension benefits and increasing our wage minimums.

I remember when Netflix was first launched. Netflix allowed me to stand in a “virtual line” for the movies I wanted to borrow, and mailed them to me so I didn’t have to go to the video store. I also remember when Amazon was first launched. I rejoiced over never again having to scour through used book stores for school books, or wait in line for the next release of the series I was reading.

I also remember when both of those services started to stream videos. I foolishly wondered which executive had put their careers in the line by offering this service. Home internet bandwidth was barely able to stream these movies at an acceptable rate, and why would I give up the better resolution I got from DVDs?

Needless to say, I was wrong about streaming entertainment content as it’s quickly become the dominant way entertainment content is enjoyed across the globe. Since 2008 when the term was introduced in the contract, more and more of the work we are doing is falling under the “New Media” banner. It’s no longer new .. it’s now **THE** way media is being consumed! It’s not “New Media” anymore, it’s “Now Media”. Just within the last year we’ve seen the following:

- The Walt Disney Company will be starting its own streaming service and discontinuing their relationship with Netflix

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IATSE LOCAL 839

- The Walt Disney Company is contemplating purchasing most of the assets of 20th Century Fox “which could play a key role as Disney readies to launch its own streaming service”
- Netflix is reported to spend \$6 billion on original content
- Amazon Studios is reported to spend \$4.5 Billion on original content
- Apple is rumored to be planning their own streaming service and has hired executives with experience from all parts of the industry
- CBS and HBO launched their own streaming channels/services (CBS All-Access and HBO GO)

While the industry is quickly turning to the internet to deliver their content, our members are not seeing the standard benefits and workplace conditions when creating this content.

Due to how “Now Media” was included, all of the entertainment unions have steadily increased the working conditions under which this content is created in their agreements. In 2008 we had to accept that the producers simply acknowledged that this content is union work, but to do so, we had to also accept the producers' condition that all working conditions were freely negotiable because the work was “new and the revenue possibilities were uncertain”. Over the two following contract negotiations we’ve had since that time, we’ve seen steady increases to our working conditions, but are still working without most of the important parts of our contract (like wage minimums and dismissal pay).

We must make addressing the disparity in “Now Media” a priority in our negotiations. More and more of the work being done under our agreement is “Now Media” and our members aren’t enjoying the working conditions that were included years ago. DGA, SAG-AFTRA and the WGA all saw increases to their “Now Media” work reportedly costing the producers significant amounts. It is up to us to try to include equal gains in our agreement.

FROM THE PRESIDENT KC JOHNSON



Overview and the Road Forward

I'm starting my third month as President, and this is my third column. I've been going back and forth on what to write this month. We have so much going on right now and there's so much to talk about.

Let me give you a year-end summary of what's happening. First, I want to point out that we have entered a new era in Guild leadership. We have had some departures and retirement from the Executive Board, and with my 10 years I am surprisingly now the longest-serving member of the Board. This is a big change from where we were when I started in 2007 -- at that point I want to say half the members of the E-Board had been serving for at least that long.

Now we have new blood. That includes Jason, our Business Rep, who has just completed his first year on the job. Your Guild leadership is not some remote caricature of union bigwigs. They are your peers in the studios. Excepting the Business Rep, who is prohibited from performing covered work by our constitution, none of us are paid. We are volunteers who give our time in service because we care about this industry we share and the people we work with. We serve to give back.

Second, we are not the only folks in this organization that care about the membership and the Guild's operations. I offer special thanks to those who attended our November General Membership Meeting and raised their concerns. I want to make sure you know that we in leadership strive to be transparent. If you want to see the numbers, we will show them to you. If you want to know why a particular decision was made, we will endeavor to relay our reasons for it. At the November meeting, concerns about the upcoming party and magazine were voiced. Motions were made, discussion ensued, and votes were taken. In these cases, the membership ratified the decisions by the Board. This is not a given outcome. If we on the Board cannot explain our decisions, cannot sway the membership as to their benefit, then the membership has every right to vote them down.

Dissenting voices are essential. These are important, vital conversations. We will not always agree, but we are all improved when everyone

feels that their opinions can be heard. If there is a matter that you would like to raise, bring it up! Even better, let us know your concern ahead of time, and we will add it to the agenda. That way, any legwork that needs to be done regarding the issue (i.e. generating financial reports) can be completed and brought to the meeting for a fuller, more complete picture.

Third, as you will read further in this issue of the Pegboard, the Guild office has started to hire new staff. This hiring will continue. The office is on the cusp of a small renovation, expected to finish by the end of January, to make room for new staff. These new staff members will help to increase the quality of services to you, the members, by both making the day-to-day operations of the office run more smoothly and provide more face time with your union reps in your studios. We know both things are needed.

Additionally, we need a new data system. Our current system has been in place for over 25 years, and we need to modernize our access to our information. This will be a massive undertaking that we will begin to address after negotiations. You'll hear more about this later next year.

Four, our contract negotiations preparation continues! The committee is in a research/information-gathering phase, and meetings of a core group will pick back up in January. Negotiations prep is our number one priority.

Lastly, we are continuing to further the conversation on the issues of sexual harassment in the workplace. The Anti-Discrimination and Harassment Committee will have its first meeting on Monday night, December 18th. We can, and must, do better to support our members in these situations. We don't have all the answers yet, but are striving to be a part of the solution.

Updates on the progress of all these items, and more, will be on the agenda at our January 30, 2018 General Membership Meeting. I hope to see you there and at our Membership Party at Clifton's on January 14th!

Happy Hanukkah, Merry Christmas, and may the New Year bring you prosperity, good health, and happiness.

In solidarity,

KC Johnson

Any questions? Find me at: KC.Johnson@tag839.org.

FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD



The 2017 Wage Survey

From the 2017 Wage Survey, here are some noteworthy results in addition to the wage figures published:

- More than 1900 members responded to the survey, an all time high.
- 33% of respondents identified as female.
- 90% of respondents reported working in-house, with 10% working remotely, at home, etc.
- 70% of respondents reported working at union studios exclusively.
- 90% of respondents reported working on a weekly basis (rather than daily hire or unit rates).
- 85% of respondents reported working 50 hours or less per week.
- 65% reported working a 40-hour week, 20% were on a 40+5 OT, 5% on 40+10 OT, and 8% reported working on an “on call” basis.
- 15% of respondents reported working 10 or more weekends in the past year.

When asked about contract, craft and workplace concerns, members reported that preserving health and pension benefits was their top priority. Increasing wage minimums was next, followed by a tie between addressing long hours / workplace conditions, and improving New Media (Sideletter N) terms and conditions.

Members cited the health plan, pension plan and IAP benefits as positives. The broad availability of training opportunities (through Eido and Contract Services (CSATTF) reimbursements) was mentioned, and overall the large amount of work currently available was listed by many as an example of something going well.

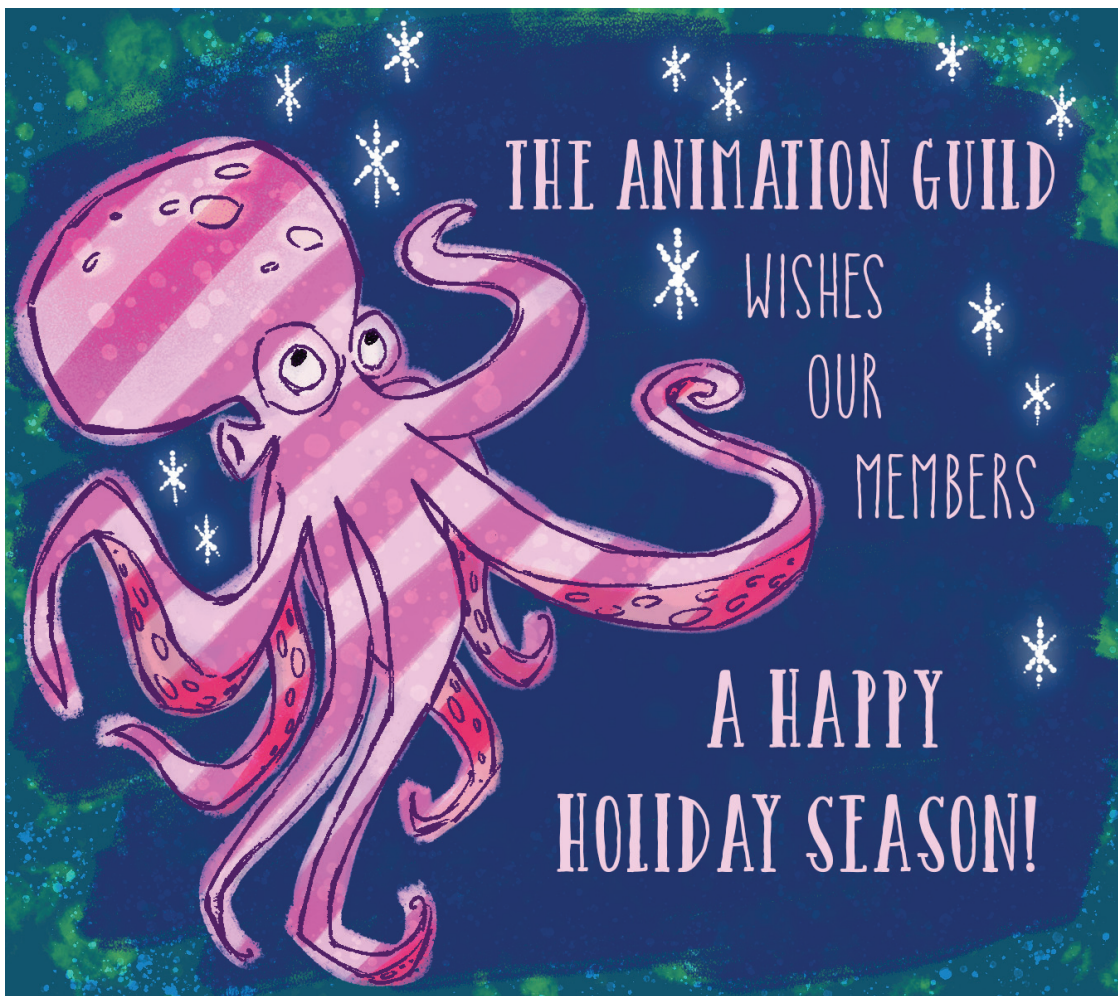
Respondents called on the union to modernize, to expand and organize more studios and to take an active role in keeping jobs in Los Angeles,

including participation in the public policy arena. Continued outreach and work on providing additional ways to connect to benefits, education and other members were requested. Members specifically mentioned the dues payment system and the Guild's website as potential areas of improvement.

In closing, many members reflected on the challenges of the industry and the high cost of living in Los Angeles. Members noted that trying to effect change is very difficult at the individual level - the strength of the union comes from members communicating with each other and working together. Whether it means coming to a General Membership meeting, joining a committee, writing an e-mail to an Executive Board member or just responding to a survey, participation is how you strengthen your union. 2018 will bring new challenges to the membership - we will all need to work together to face them and prevail.

Yours in solidarity,

Jason



SAVE THE DATE!

THE ANIMATION GUILD'S MEMBER PARTY
IS GOING TO BE DIFFERENT THIS YEAR!

INVITATIONS AND TICKETING
WILL HAPPEN THROUGH E-MAIL ONLY,
SO PLEASE MAKE SURE THAT WE HAVE
YOUR CURRENT E-MAIL ADDRESS.
TO UPDATE: MEMBERSHIP@TAG839.ORG

SUNDAY, JANUARY 14TH
6 TO 10 PM
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NEW HIRES

AT THE ANIMATION GUILD

This fall, the Animation Guild welcomed two new shining stars to our staff headquartered at 1105 N Hollywood Way: Alexandra (Alexi) Drosu and Brooke Keesling. Some of you have been fortunate enough to have met Alexi and Brooke on their visits to local studios, but we'd like to tell our Pegboard readers a little bit about each of them.

Alexi is our Editor-In-Chief and will be guiding the development of our new quarterly magazine, which will launch next Spring. She comes to us with an amazing track record of prior accomplishments, including writing and editing for InStyle, Mosaic, the Los Angeles Times, Marie Claire, Robb Report, Raleigh Magazine and Form Magazine, among other well known publications. As if her experience developing and launching magazines like ours isn't enough, Alexi also has ties to the animation industry, as her husband has had a long career at DreamWorks Animation. Our new Editor-In-Chief has hosted focus groups at several studios, and has recently presented the Executive Board with her plans for front-of-book features and regular and recurring columns that will be sure to interest, educate and celebrate our members. The magazine aims to strengthen our community of artists and promote dialogue and conversation. We're looking forward to sharing the magazine with you next year!

Brooke Keesling is our Director of Communications and Culture – a new position created to develop and improve communications between the Guild and our members, as well as to shape the message and identity we present to the outside world. You may know Brooke already, as she has worked in visual effects, has ties to the stop-motion community, and has experience in Talent Development at Cartoon Network and Disney TVA. Brooke is a CalArts graduate and a Student Emmy and Student Academy Award winner. She is on the board of ASIFA, has been a member of the VES and is currently teaching at CalArts. She is extremely well-connected in animation, and has been successful in education and outreach. We're looking forward to having her lead the charge as we find new ways to reach and connect with our members. Now that she's joined us here at the Guild, we're looking forward to producing events for members, including panels and screenings, using social media to our best advantage, recognizing member milestones and accomplishments, and much more. We think Brooke's experience and qualifications are unmatched and we're excited to see how she will bring positive change to the Animation Guild.

Member Wage Survey, 2017

Once a year, we anonymously poll all members about the work they have done (union or non-union) in the previous twelve months, asking them what they have most recently been paid. The results are a barometer of the "going rates", as opposed to the CBA minimums. For comparison purposes, all salaries are computed on a forty-hour week.

<u>Categories</u>	<u>Responses</u>	<u>Journey Minimum⁵</u>	<u>2017 Wage Survey</u>			<u>2016 Wage Survey</u>		
			<u>Minimum²</u>	<u>Median³</u>	<u>Maximum</u>	<u>Median³</u>	<u>Change</u>	
Writers (response: 5%) ^{1,4}								
Staff Story Editors ⁴		—	\$1,785.71	\$3,500.00	\$5,000.00	\$3,075.00	\$425.00	
Staff Writers		\$1,888.80	\$1,300.00	\$2,250.00	\$4,200.00	\$2,678.95	-\$428.95	
<u>UNIT RATES:</u>								
Features								
Scripts	5	\$9,751.31	\$33,000.00	\$200,000.00	\$450,000.00	\$27,500.00	\$172,500.00	
22 min								
Scripts	12	\$6,482.33	\$7,500.00	\$8,750.00	\$10,000.00	\$8,000.00	\$750.00	
Outline	2	\$1,844.66	\$2,175.00	\$2,340.00	\$2,500.00	\$1,690.00	\$650.00	
Pilot	3	\$8,326.99	\$15,000.00	\$25,000.00	\$50,000.00	\$7,000.00	\$18,000.00	
11 min								
Scripts	23	\$3,382.14	\$2,000.00	\$3,500.00	\$7,750.00	\$4,105.21	-\$605.21	
Producers (responses: 2%) ^{1,4}		—	\$1,785.71	\$3,214.29	\$4,000.00	\$3,368.42	-\$154.13	
Directors/Timers (responses: 9%) ^{1,4}								
Directors		\$2,207.60	\$1,214.29	\$2,461.00	\$16,342.00	\$2,953.13	-\$492.13	
Timing Directors		\$2,116.40	\$833.33	\$2,250.00	\$3,200.00	\$2,000.00	\$250.00	
Assistant Directors		\$1,774.80	\$1,935.71	\$2,444.44	\$3,200.00	\$1,963.64	\$480.80	
<u>UNIT RATES:</u>								
Sheet Timing, per foot	6	\$3.45	\$3.25	\$3.35	\$3.75	\$3.25	\$0.10	
Story Art (responses: 28%) ^{1,4}								
Story Artists(features, D-T-V)		\$1,888.80	\$900.00	\$2,161.00	\$4,000.00	\$2,236.84	-\$75.84	
Production Board		\$2,172.00	\$1,250.00	\$2,117.50	\$2,700.00	\$2,047.20	\$70.30	
Story Artist/Writer		\$1,888.80	\$1,000.00	\$2,172.00	\$3,600.00	\$2,500.00	-\$328.00	
Revisionists		\$1,313.40	\$974.44	\$1,600.00	\$2,300.00	\$1,570.00	\$30.00	
<u>UNIT RATES⁴:</u>								
2 min. Song Sequence (non-union) ⁶	3	—	\$6,000.00	\$6,050.00	\$6,100.00	\$19,050.00	-\$13,000.00	
Boards, per page (non-union) ⁶	8	—	\$600.00	\$600.00	\$640.00	\$300.00	\$300.00	
11 min boards, per episode	5	\$1,725.68	\$4,644.00	\$8,000.00	\$10,000.00	\$8,000.00	\$0.00	
Layout/Background (responses: 13%) ^{1,4}								
Character Layout		\$1,888.80	\$888.89	\$2,100.00	\$2,800.00	\$1,900.00	\$200.00	
Rough Layout		\$1,888.80	\$1,955.56	\$2,133.33	\$2,346.29	\$2,071.05	\$62.28	

Final Layout	\$1,888.80	\$1,705.78	\$2,016.89	\$2,169.78	\$2,008.18	\$8.71
Previs Artists	—	\$1,418.40	\$2,088.89	\$2,531.56	\$2,168.41	-\$79.52
Background Layout/Design	\$1,888.80	\$1,000.00	\$1,955.56	\$2,877.46	\$1,950.00	\$5.56
Background Painters	\$1,888.80	\$1,428.57	\$1,960.00	\$2,500.00	\$1,950.00	\$10.00
<u>Unit Rates⁴:</u>						
BG Design - per piece (non-union) ⁶	5	\$350.00	\$380.00	\$460.00	\$100.00	\$280.00
Design/Color (response: 17%) ^{1,4}						
Art Directors	\$2,172.00	\$1,500.00	\$2,275.00	\$4,200.00	\$2,210.90	\$64.10
Visual Development	\$1,888.80	\$938.00	\$1,888.00	\$3,555.56	\$2,047.60	-\$159.60
Model Designers	\$1,888.80	\$1,155.56	\$1,943.11	\$4,000.00	\$1,806.80	\$136.31
Prop Designers	\$1,888.80	\$1,000.00	\$1,888.80	\$2,400.00	\$1,875.00	\$13.80
Assistants/Clean Up	\$1,616.40	\$1,550.00	\$1,700.00	\$1,950.00	\$1,650.00	\$50.00
Color Key/Color Stylists	\$1,616.40	\$908.10	\$1,660.00	\$2,500.00	\$1,606.00	\$54.00
Look Development	\$1,888.80	\$1,170.06	\$2,092.80	\$2,721.43	\$2,066.69	\$26.11
Production Designer	—	\$2,500.00	\$3,440.00	\$6,000.00	\$2,856.25	\$583.75
<u>Unit Rates⁴:</u>						
Prop/Model Design - Per piece (non-union) ⁶	0	\$0.00	\$0.00	\$0.00	\$65.00	n/a
Tech Directors/Compositors (responses: 16%) ^{1,4}						
Tech Directors (level 1 / category 1)	\$1,888.80	\$977.78	\$1,944.76	\$4,300.00	\$1,780.08	\$164.68
Character TDs (level 1 / category 1)	\$1,888.80	\$880.00	\$2,051.47	\$3,092.86	\$1,961.53	\$89.94
Effects TD (level 1 / category 1)	\$1,888.80	\$1,700.00	\$2,311.11	\$3,307.70	\$2,200.00	\$111.11
Crowds/Massive (level 1 / category 1)	\$1,888.80	\$1,244.44	\$1,973.33	\$2,560.00	\$1,987.90	-\$14.57
Lighters (level 1 / category 1)	\$1,888.80	\$1,177.78	\$2,222.22	\$3,071.43	\$2,021.05	\$201.17
Surface/Texture Artist (level 1 / category 1)	\$1,888.80	\$1,104.40	\$1,797.78	\$2,480.00	\$1,845.42	-\$47.64
3D Compositors (level 1 / category 1)	\$1,690.00	\$1,475.56	\$1,943.78	\$2,311.11	\$1,884.60	\$59.18
2D Compositors	\$1,342.80	\$1,333.33	\$2,145.00	\$3,246.00	\$1,925.58	\$219.42
Animation et al. (responses: 10%) ^{1,4}						
3D Animators (level 1 / category 1)	\$1,888.80	\$1,066.67	\$2,052.29	\$3,500.00	\$2,060.00	-\$7.71
3D Modelers (level 1 / category 1)	\$1,888.80	\$1,320.00	\$1,938.57	\$2,666.67	\$1,826.92	\$111.65
2D Animators (level 1 / category 1)	\$1,888.80	\$1,200.00	\$1,745.00	\$3,000.00	\$1,570.00	\$175.00
Effects Animators (level 1 / category 1)	\$1,888.80	\$1,240.00	\$2,336.36	\$3,600.00	\$2,147.36	\$189.00
Animation Checking	\$1,616.40	\$1,500.00	\$1,635.56	\$2,294.82	\$1,547.10	\$88.46
Asset Finaler	\$735.63	\$735.60	\$1,320.00	\$2,265.78	n/a	n/a

TOTAL RETURNS: 30% (1,831 returned and tallied out of 6128 sent (2016: 33%))

- 1 Percentage reflects the total number of responses for the category against the total responses for the survey.
- 2 Many of the minimums are for persons working at non-union shops, or at less than journey level.
- 3 The median average is the middle rate when the results are listed from lowest to highest. These numbers should be viewed in the context of the minimums and maximums specified, and the rate of response.
- 4 Not all persons working in this category are under the Guild's jurisdiction.
- 5 Minimums shown are from the third period of the 2015-2018 CBA.
- 6 Per-piece compensation for this category is not permitted at union studios per the 2015-2018 CBA.

THE ANIMATION GUILD

WELCOMED THESE INDIVIDUALS TO MEMBERSHIP IN 2017

Rachina Ahuja
Kimson Albert
Samuel J. Alden
Heather Alexander
Reem Ali-Adib
Michael Amos
Megan Amram
Avian Anderson
Megan Ann Boyd
Hania Ansari
Jean Ansolabehere
Vincent Aparo
Raymond Arrizon
Liz Artinian
Olivia Aserr
Jesse Balmer
Jennifer Bardekoff
Randi Barnes
Jamie Batrez
Joseph Bernados
Mike Bertino
Kim Beyer-Johnson
Christine Bian
David Biau
Andrew Blanchette
Bill Breneisen
Robyn Brown
Abraham Brown III
Violet Bruce
Thomas Bruno Jr
Rachel Buecheler
Jenith Bumsuk Shon
Adam Burnier
Ian Busch
Scott Carpenter
Michael Cawood
Elena Ceballos
Olivia Ceballos
Pavin Chaisua
Janet Chan
Alicia Chan
Mingjue Chen
Linda Chung
Katherine Coffey
Paul Cohen
Roxann Cole
Max Collins
Albert Colomer
Tom Connor
Trent Correy
Denis Couchon

Anna Craig
Jessica Cuffe
Steve Dale
Patrick Danaher
Daniel Danko
Marat Davletshin
Michael De La Rosa
Iker De Los Mozos Anton
Lydia del Pilar Martinez Garcia
Perry Dixon Maple
Diem Doan
Brian Doell
Leon Douroux
William Eisenberg
Dylan Ekren
Mohamad El-Ali
Taylor Eldredge
Josh Engel
Farnaz Esnaashari-Charmatz
Mark Estrada
Valerio Fabbretti
Graham Falk
Todd Favela
Andrew Feliciano
Andrea Fernandez Spencer
Adrian Ferrari
Christopher Ferrari
Yula Ferreira
Chivaun Fitzpatrick
Kevin Fleming
Brittany Flores
Hilary Florido
Caroline Foley
Gavin Freitas
Jacob Frey
Christopher Gallagher
Omar Garcia
Chrystin Garland
Stephen Garver
Sterling Gates
Douglas Gauthier
George Gendi
Landon Ginn
Jeffrey Gipson
Logan Gloor
Jenny Goldberg
Karl Goldshmidt
Elias Gonzalez
Lila Gonzalez
Landon Graham
Samantha Gray

Melissa Graziano-Humphrey
Dennis Greenlaw
Kyle Haase
Brian Hall
Cynthia Halley
Christina Halstead
Kendall Haney
Sarah Harkey
Cole Harrington
Victoria Harris
Samantha Harrison
Eric Hawkins
Dean Heezen
Tara Helfer
Michael Heller
Kacie Hermanson
Michael Herrera
Sara Ho
Phalline Hoang
Hena Hong
Jeffrey Hong
Samuel Hood
Limei Hshieh
Emily Hu
Yvonne Huckell
Amelia Hudkins
Jerry Huynh
Phil Jacobson
Jennifer Jaffe
Jessica Jamieson
Robert Janas
Sarah Johnstone
Crystal Kan
Tuo Kan
Kelly Kao
Sheng Kao
John Kasprzak
Martin Kau
Lindsay Kerns
Benett Kim
Suzan Kim
Andrew Kim
Jane Kim
Seo-Young Kim
Joshua Kim
Rachel Kim
Jessica Kleinman
Mira Ko
Kristi Korzec
Lauren Krieger
Ken Kristensen

Michael Kubat
Grace Kum
Karen Kuo
Iana Kushchenko
Richard Lacy II
Lee-Roy Stephen Lahey
Timothy Lamb
Max Lang
Michael Launder
Megan Lawton
Jason Lee
Janie Lee
Joyce Lee
Sang Lee
Jacques Lee
Margaret LeFauve
Michael Leffingwell
Claire Lenth
Pascale Lepage-Andre
Sierra Kiani Lewis
Carmen Liang
Han-Yee Ling
Megan Lloyd
Bryanna London
Carla Lutz
Christian Magalhaes
Tim Maile
Nicholas Manfredi
Nichols Maniquis
Boris Maras
Maria Mariotti-Parker
Andrew Marshel
Chelsea McAlarney
Gerald McAleece III
Kelly McClanahan
Brett McConnell
Joseph McInnis
Ivan Mendoza
Kaishu Mennella
Haley Merlot Muraki
Alexander Moaveni
Steve Moore
Ryan Moran
Jennifer Muro
Ian Mutchler
Andi Nakasone
Jeff Nathanson
Latoya Neo Ravenau
Sarah Nerboso
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Kristal Sana
Dota Sata
Ivan Sayon
Rebecca Schauer
Conrad Schmidt
Sasha Schotzko-Harris
Alexa Seidner
Jacob Semaan
Jennifer Shang
Ryan Shaw
Gloria Shen
Brittany Shively
Micah Sibert
Thomas Sica
Claudia Silver
Stephanie Simpson
Liza Singer
Aaron Soon
Dana Starfield

Rastko Stefanovic
Jennifer Strickland
Sharon Sun
Sam Szymanski
Andrew Tamandl
Rachel Tamura
Hugh Tanner
Tchavdar Tchouchev
David Teas
Ryan Tengel
Caleb Thomas
Geoffrey Thorne
Kathryn Thulin
Minh Khuong Tran
Michael Trull
Jasmine Truong
Joshua Tsukamoto
Doug Tuber
Arica Tuesday
John Turco
Jackson Turcotte
Ruth Turner
Karissa Valencia
Brienne Van Tuyle
Dylan Van Wormer
Nick Veith
Marcus Velazquez
Charmaine Verhagen
Sarah Vidal
Christopher Vigil
Veena Vignale
Vitor Vilela
Daniel Villa de Rey
Amber Vucinich
Angie Wang
Becky Wangberg
Brian Ward
Matt Warshauer
Kristofer Wellman
Tatiana Wen
Jason Wesche
Geoffrey Wheeler
Kalen Whitfield
Anthony Williams
James Woods
Stephen Wright
Brandon Wu
Keika Yamaguchi
George Yang
Owen Zidar
Amanda Zima
Christopher Zollna

This list includes members that may have been working for some time, but were missing paperwork at the Local 839 office. To address any concerns, all hours worked counted towards pension, health eligibility and IAP. Contact membership@tag839.org with any questions, or call the union office at 818-845-7500.

HELP GET THE WORD OUT!

TAG 401K PLAN UNCASHED CHECKS

Dear Members,

The TAG 401(k) Plan Administrators are trying to contact the following members regarding uncashed distribution checks from when the 401(k) plan was administered by Mass Mutual.

We'd like to connect these members with their money! Please help – let your colleagues know that any member listed should contact the union office to start the process of requesting a replacement check – by e-mail at 401k@tag839.org or by phone at 818-845-7500. There's an Unclaimed Distribution Replacement Form that will be sent out, which will need to be notarized and returned to Vanguard.

Members may also contact Vanguard directly with questions at 1-800-523-1188. Associates are available business days from 8:30 a.m. until 9 p.m. Eastern time and will be glad to assist.

Aaron Estrada

Mercedes Sichon

Bill George

Nickolas Frangos

Bret Haaland

Paul Duncan

David Tesch

Paul Wee

James Baxter

Rachel Lagdao

Mark Mitchell

William Wright

Reminder: Dues will increase in 2018!

This will be the second year of the 4-year phase-in of the dues increase that was unanimously approved at the September 2016 General Membership meeting.

The increase will include the member dues portion as well as the increase in the per capita tax paid to the IATSE.

Update Your E-mail Address!

Are you receiving e-mails from the Guild?

If not, we may not have your e-mail address!
Send a message -- including your full name --
to membership@tag839.org to update us.

IN MEMORIAM

Scott Fraser Hill, a long-time guild member and Props and Effects Designer passed away on November 24, 2017, after a long and hard-fought battle with lung and brain cancer. He was 59. Scott started in animation at Hanna Barbera in the late 1980s, and worked for HB until it closed, then continued at Warner Bros., Disney, Cartoon Network, and many other smaller shops. He is survived by his wife, Linda, two sons, and four grandchildren.



January Nordman passed away on December 10, 2017. She worked as a compositor at Disney Feature Animation/The Secret Lab and Warner Bros. Animation. January started her 33-year career in the animation departments at several post-production companies in Hollywood and New York. She was among the first women to transition from traditional film animation to digital compositing, working at Disney on James and the Giant Peach and Dinosaur.

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- Has a beautiful campus with a Media Center, Fitness Facility, and many residential living opportunities Offers Children's Day Care and Aging Parent support through our Elder Connection program.
- Maintains grief and crisis counseling.
- Provides Financial Assistance and Caregiver Support.
- Combats loneliness with the Daily Call Sheet connecting isolated seniors with volunteers.
- Offers Veterans Benefits Assistance for industry members and their families.
- Boasts hundreds of enthusiastic volunteers with 45,000+ hours served annually Maintains top-notch Palliative Care, Dementia Care, Long Term Care, and Behavioral Health programs Has exciting programs such as Deal With It: A Women's Conference and Health & Fitness Day Contributes to our community with our Retiree Club, Computer Tutors, and Shopping Buddies.

Find out how to play your part at www.mptf.com/wapop.

Go to www.mptf.com, call us toll-free at (855) 760-MPTF, or e-mail info@mptf.com.

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**

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



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



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

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CYNTHIA
PETROVIC



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1105 N. Hollywood Way, Burbank Ca 91505

Regular Gallery Hours

Monday through Friday

8:30am to 5pm

UPCOMING EVENTS AT THE ANIMATION GUILD

December 25th – Contract Holiday: Christmas

January 1st – Contract Holiday: New Year's Day

January 12th – Uninstructed Life Drawing 7-10pm

January 14th – Animation Guild Member Party

January 15th – Martin Luther King, Jr. Day
(Contract Holiday at Nickelodeon and Dreamworks ONLY)

January 26th – Uninstructed Life Drawing 7-10pm

January 29th - February 2nd – IATSE Winter General
Executive Board Meeting, Downtown LA

January 30th – General Membership Meeting

February 9th – Uninstructed Life Drawing 7-10pm

February 10th – Afternoon of Remembrance;
refreshments at noon, memorials at 1pm.

February 19th – Contract Holiday: Presidents Day

February 23rd – Uninstructed Life Drawing 7-10pm



**The Animation Guild Local 839 IATSE
1105 N. Hollywood Way
Burbank, CA 91505-2528**

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