



## ANOTHER YEAR

### *Another Issue of The Pegboard*

As Editor of The Pegboard, sometimes I just don't know what to write. I've been Editor since March of 2017, and this is actually the first time that I'm writing in the first person singular tense – not as WE (the union). As I type these words for the first time, I am really, really late. It's 4:30 am Friday morning and I need to get The Pegboard to the printer first thing on Monday, but before that I've got to finish writing this, send it to everyone at the Guild office who can spare the time to help me proofread (who am I kidding, no one at the office has time to spare!), and then try to get to work on time at Cartoon Network. I should have sent the proofreading draft out days ago, but events at the Executive Board meeting earlier in the week made the first article I wrote obsolete, and then my duties as Recording Secretary took up too much of my work time on a couple of days so I had to stay late at my job to make up for lost time. This weekend I will make final revisions to the newsletter – did you know The Pegboard is the longest running newsletter sent out by a Hollywood Local, having been published by the Animation Guild since 1952? – prepare and package the InDesign document for the printer (a union shop, of course), get a second version ready for publishing on the Guild's website (including handy hyperlinks so you can easily e-mail a Board member or get information online about Business Representative Jason MacLeod's topic this month), write all of the e-mails needed to help Lyn, Marta and Mike at the office coordinate the printing, mailing and web publishing, and then prepare my invoice because YES, thank goodness, I do get paid to do the Editor's duties. Then I'll be off to the Member Party at Clifton's, where I hope to see nothing but smiling faces and fancy cocktails!

Okay, thanks for letting me get that off of my chest. Editing the Pegboard is not especially difficult, but it does take time . . . and not just MY time. I work with Jason and our President, KC Johnson, on figuring out what we

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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.

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IATSE LOCAL 839

need to communicate to members each month. Our Office Manager, Lyn Mantta, sends me artwork for the next month's opening at Gallery 839. There was a cancellation this month, and Lyn managed to find another artist who was able to quickly step in and take the spot. Yeah, she does that kind of stuff between taking calls from members and processing First Quarter dues and registering people for AAI classes and everything else she does every day for the last thirty-something years! We're getting you help, Lyn – as soon as the office renovation is done and there is room to seat a bookkeeper and a couple of administrative assistants. It's finally going to happen.

Uh oh, I got distracted! What else does it take to put together The Pegboard? Jason, KC and I write an article each month, and believe me that takes time away from other things that we could otherwise be doing. Folks at the office keep me informed about new items of interest, and I try to keep in mind that new members (and even long-standing members) might not know about the computer lab and classes offered at the Guild, or the Member Assistance Program managed by Optum that can provide help with everyday challenges and bigger stressors at work and at home. MPI rolled out some new health benefits this month and Lyn was licensed as a notary public last year, so call her if you need her services. A member named Dahveed stood up at the September General Membership Meeting and asked if we could publicize the grand opening at his new indie toy store in Alhambra. Yep, just send us some artwork and pertinent info and I'll put it in The Pegboard. Oh, and BONUS! – Brooke Keesling will post it on our Facebook page!

I'm running out of room and time, so I will wrap this up. You don't really care about the logistics of putting together the Pegboard anyway, do you? Some of you have scoffed at the idea that you'd even bother reading this old rag and instead toss it into your recycle bin without a second glance. Man, I wish you'd take a moment to let us know that you don't want a paper copy ([membership@tag839.org](mailto:membership@tag839.org)) so we could at least save a tree, some ink and the cost of mailing it to you. It's more pleasant to read it online anyway because you can see it in full color! I also wish I knew how many of our members actually read The Pegboard. Some folks at membership meetings blow it off as an unimportant has-been from yesteryear, but occasionally I hear from members who really value the monthly updates, opinion pieces and tidbits that they may have otherwise missed. Thank you to those members who do read The Pegboard. You make it worth the effort we all put into it.

## FROM THE PRESIDENT KC JOHNSON



### LOYALTY, DISCIPLINE, AND THE ANIMATION GUILD

When you become a member of The Animation Guild, you take an oath to uphold the Guild's governing document, the Constitution and By-Laws. If you've been to a General Membership Meeting, you've heard this: "I, [your name], as a condition of my membership on Local No. 839 and in (the IATSE) do solemnly pledge myself to accept and abide by the provisions of the Constitution & By-Laws of this Local and of the Alliance, as now in force and as hereafter legally amended, and hereby express my consent to be governed thereby in the conduct of my trade and in my relationship with this Local and the Alliance." Furthermore, "Should I fail to keep true this, my solemn obligation, I shall willingly submit to such discipline as my lack of loyalty may bring up on me."

"Lack of loyalty." To be honest, we tend to snicker politely at this language; it feels out-of-date and overly serious.

But the By-Laws elaborate. If we flip ahead to "Conduct of Members," Section 1, "Disloyalty" describes offenses that can subject a Guild member to fines, suspension, or even expulsion from The Animation Guild. These offenses include "disloyalty to this Local and/or disloyalty to fellow members," "any gross misconduct," and "practicing antagonism or maliciously fostering prejudice among fellow members."

This language is intentionally broad, which is preferred because it allows these statutes to be interpreted in a wide range of situations and circumstances unforeseen at the time of writing.

This is relevant today because a recently published Open Letter to the Animation Community suggested that the Animation Guild alter its Constitution to allow it to "censure, fine, suspend or expel any member of the Guild who shall, in the opinion of the Executive Board, be found guilty of any act, omission, or conduct which is prejudicial to the welfare of the Guild." However, no immediate action is required because our Constitution includes similar language already.

Although the Guild traditionally has not focused on whether or not we are "loyal" to each other in the workplace, the obligation exists, and a discipline mechanism is laid out in detail in our Constitution. A Guild member can file charges against another Guild member for violations.

"Discipline of Members." So... what does that mean? Well, we need to spend some time with Article 12, "Discipline of Members," and Article 13, "Appeals", sections of the Constitution that haven't been exercised since the 1980's.

This is serious business. The procedures outlined emphasize due process and a fair trial.

Charges must be brought by a Guild member. An officer of the Executive Board could also step forward to do so. These charges must be submitted in writing to the Recording Secretary, and must be notarized. They must state clearly the offense charged, the name of the accused, the time, place, and nature of the violation(s), along with the signature of the accuser and the names of known witnesses to the event(s). Witnesses can be Guild members or non-members. There is a penalty for filing false charges.

Once submitted, the charges will be referred to the Executive Board, who will decide whether or not to take cognizance of the charges, which means they will confirm that the charges have been submitted in accordance with the Guild's Constitution & By-Laws. If so, the Executive Board will cause the accused to be notified within a week, and the charges will be read at the next General Membership meeting. No debate or discussion will be permitted, save for a call for those with personal knowledge of the facts of the case to submit their names as additional witnesses to the Recording Secretary.

The accused may waive a trial and plead guilty, or plead guilty with an explanation; said explanation would need to be in writing. Otherwise, the Executive Board will appoint a Trial Board of five or more and set a date for a hearing. The accused may waive the right to appear at the trial. They may also designate a fellow Guild member to act as counsel. The accused may also challenge the members appointed to the Trial Board, request the trial be at an open membership meeting, examine all evidence, and confront and question all witnesses.

The Trial Board shall present their findings in writing, including the penalty to be imposed if the accused is found guilty. These findings will be presented at the next General Membership Meeting, where the membership may choose, upon completion of any debate on the written decision of the Trial Board, to hold a vote upon granting the guilty party a reduced sentence or to pardon said party from the conviction. That exhausts the remedies within the Local; any further appeal has to be taken up with IATSE.

With all that said and done, the penalties the Guild can impose are limited. We can't stop someone from working in the industry and we can't stop studios from hiring disciplined members. However, there is something to be said for taking a stand on important issues and using the avenues we have available when doing nothing can no longer be considered acceptable.

Loyalty to each other – our brothers and sisters in labor, our peers and fellow industry professionals – is our solemn obligation.

There are more details in the mechanics than what is presented here in this brief summary. Please reach out if you have questions.

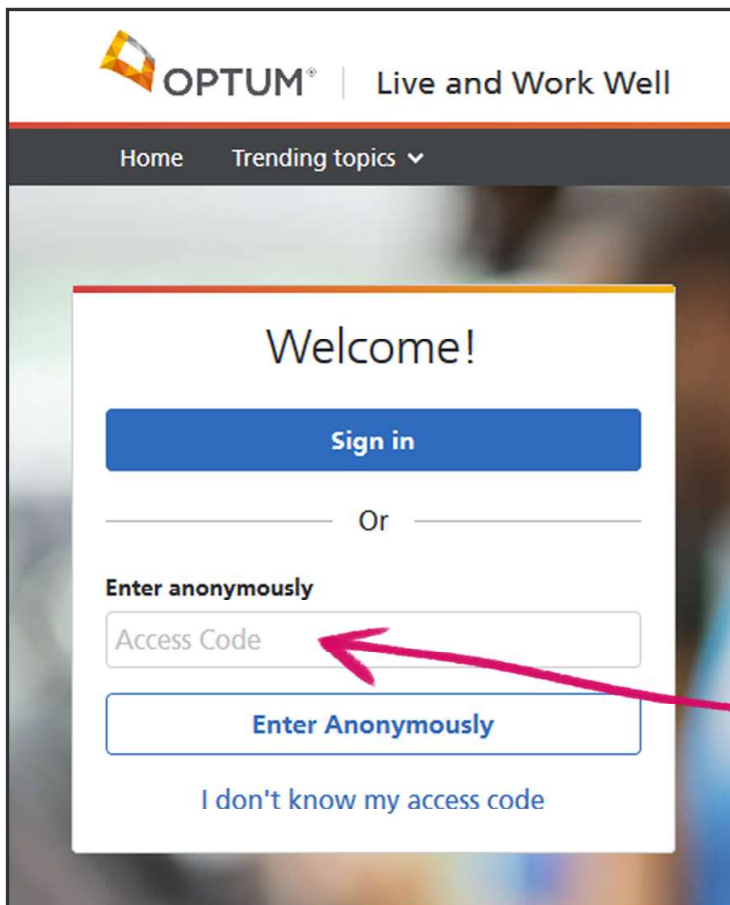
In solidarity,


KC Johnson

Optum's member assistance program, **Live and Work Well**, is designed to provide professional and confidential assistance to employees experiencing various life challenges that may affect their health, personal well-being or job performance.

It can provide even the most basic of help – anything from a referral for a pet sitter to someone who can listen and support you through your daily struggles. All at **NO COST** to you.

Visit: [www.liveandworkwell.com](http://www.liveandworkwell.com)



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**MPIPHP**



# NEW YEAR NEW BENEFITS



## NEW HEALTH PLAN BENEFITS BEGINNING IN JANUARY 2018

The following benefits through the Motion Picture Industry Health Plan (MPIHP) will be covered effective January 1, 2018.

### FOR ANTHEM BLUE CROSS HEALTH PLAN ENROLLEES

#### Diabetes Education

##### ▶ Type 1 Diabetes

MPIHP will cover counseling sessions with a certified diabetes educator (CDE) for diabetes education for participants and eligible dependents with Type 1 diabetes.

##### ▶ Type 2 Diabetes

Participants and their eligible dependents who have Type 2 diabetes may receive up to three diabetes education sessions on a calendar year basis with a CDE or a registered dietitian. This benefit is a substitute for the Nutritional Counseling benefit. Participants who use this benefit may not also use the Nutritional Counseling benefit for the same calendar year.

##### ▶ Pre-Diabetes

MPIHP will cover participation in the Diabetes Prevention Program sponsored by Anthem Blue Cross for pre-diabetics for participants and their dependents who qualify for the program. The program lasts a year and provides education on diet, exercise and healthy lifestyle choices designed to prevent the progression of pre-diabetes to diabetes. To find out more information about this benefit, visit [www.solera4me.com](http://www.solera4me.com) or call (877) 486-0141.

##### ▶ Nutritional Counseling

MPIHP will cover up to three nutrition counseling sessions each calendar year for participants and their eligible dependents. The benefit applies to any medical diagnosis when the counseling is prescribed by a physician and provided by a registered dietitian. Diabetics can receive this counseling from a registered dietitian or a CDE. There may be additional out-of-pocket expenses if the dietitian or certified diabetes educator is out-of-network.

#### Birth Centers

▶ MPIHP will cover birthing centers, provided the facility is accredited by the Commission on Accreditation of Birth Centers. MPIHP will cover the services at the applicable rate based on the provider's network status.

#### Permanent Surgical Contraception

▶ MPIHP will cover vasectomy and tubal ligation for permanent surgical contraception. Reversal of permanent contraception is not a covered benefit.

#### Heavy Metal Testing

▶ Heavy metal testing (except lead, mercury, arsenic and copper when ordered for the diagnoses of certain types of neuropathy or anemia)

### FOR DELTA DENTAL PPO ENROLLEES

#### Dental Implants

▶ MPIHP will cover 50% of the cost of dental implants for tooth loss due to any cause, subject to the participant's annual maximum dental benefit of \$2,000 for all eligible dental benefits.



## **FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD**



### **ACTIVISM: YOUR VOICE IS NEEDED**

2018 is bringing a lot of change at the federal level. At the Supreme Court, the pending case of *Janus v. AFSCME* will decide whether public sector unions can require those that benefit from a collective bargaining agreement to pay for its administration and defense. The new tax bill removes the individual mandate for health insurance, putting financial pressure on healthcare plans. Union dues will no longer be tax deductible. Corporations will get a significant tax cut, with no guarantee that this windfall will result in better wages or working conditions for employees.

At the state level, it's a very different story. California is very progressive, and state policy actions have shown and continue to show it. The CA Healthy Workplaces, Healthy Families Act of 2014 required CA employers to provide paid sick leave to employees. In 2016, SB 3 began to take effect – a bill that will raise the statewide minimum wage to \$15 per hour by 2022. Public opinion polls showed strong support for raising the minimum wage, and the legislature acted. “No one who works full time should live in poverty,” said CA Senate President Pro Tem Kevin de León regarding the bill.

Also in 2016, the California Fair Pay Act strengthened the requirement for all workers to be paid equally for equal work. In 2017, two new bills went into effect that expanded the Fair Pay Act by prohibiting pay discrimination based on race, ethnicity or salary history for substantially similar work. SB 358, SB 1063, and AB 1676 are all examples of state legislation that supports the cause of working people.

2018 brings more, as AB 168 will prohibit California employers from asking job applicants about their salary histories. SB 63 will expand parental leave to workers at small businesses, and AB 908 will increase benefits paid through the Disability Insurance and Paid Family Leave programs. SB 306 will allow the CA Labor Commissioner more independence in investigating employers regarding retaliation or discrimination. All of these bills are a product of worker advocates working through the public policy process to effect change.

Where do you get started being a part of this? Your vote is your voice – and you can make a difference.

First, make sure you are registered to vote. Learn who your elected

officials are – you can find them online at <https://www.usa.gov/elected-officials>. Pro tip: when contacting elected officials, phone calls to their local office are the most effective, followed by written letters to the local office. E-mail and social media comments are at the bottom of the list as far as making an impact, according to Emily Ellsworth, former Congressional district office staffer.

Consider attending public events like town hall meetings with local officials. Do your own research – make an effort to read media outside your established sphere and remain a critical thinker. Speak up about issues that matter to you. For some of us, speaking up is unfamiliar – and may come at great cost. Those of us who experience more privilege have an even greater responsibility to not remain silent.

Thinking about going to a meeting, town hall or gathering and want to make an impact? Take some friends along. Use Google to look up ‘indivisible strategy’ – there’s a playbook to follow, and it works.

The most direct way to get involved? Consider volunteering to help a campaign, or even running for office yourself. School board, city council, board of directors – take the initiative to contribute and to lead.

In his farewell speech to the nation, President Obama said these words:

“...It falls to each of us to be those anxious, jealous guardians of our democracy; to embrace the joyous task we’ve been given to continually try to improve this great nation of ours. Because for all our outward differences, we all share the same proud title: Citizen.

“Ultimately, that’s what our democracy demands. It needs you. Not just when there’s an election, not just when your own narrow interest is at stake, but over the full span of a lifetime. If you’re tired of arguing with strangers on the Internet, try to talk with one in real life. If something needs fixing, lace up your shoes and do some organizing. If you’re disappointed by your elected officials, grab a clipboard, get some signatures, and run for office yourself. Show up. Dive in. Persevere. Sometimes you’ll win. Sometimes you’ll lose. Presuming a reservoir of goodness in others can be a risk, and there will be times when the process disappoints you. But for those of us fortunate enough to have been a part of this work, to see it up close, let me tell you, it can energize and inspire. And more often than not, your faith in America – and in Americans – will be confirmed.”

Do you want to bring about change? Look for an opportunity. Don’t wait to be asked – get involved. You can make a difference.

Yours in solidarity,

Jason

# THE ANIMATION GUILD COMPUTER LAB

at 1105 N. Hollywood Way in Burbank can help assist you in developing the skills you need for your career goals and personal projects .

The self-instructed lab is free and open to all active and inactive Guild members, as well as AAI students who contact Lyn Mantta in order to sign up for lab time.  
*(Please note that Guild members will get first priority in using the lab.)*

We offer a professional setting in which to work, with equipment such as 22" Cintiq display tablets at your disposal.

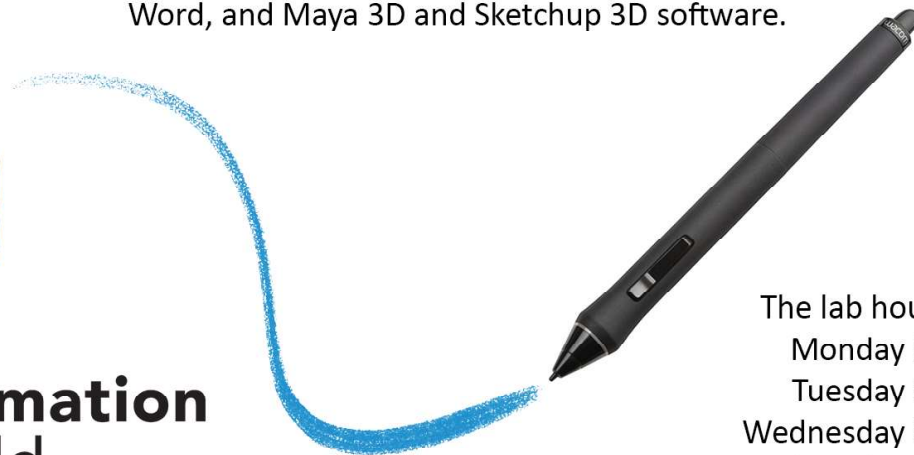
Other software and equipment include:  
Adobe Photoshop, Flash, Illustrator; Toon Boom Harmony and Storyboard Pro on Mac and PC Windows platforms.  
If you don't see the app you're looking for – just ask!

Other assistance includes help with Cintiq basics, printing, scanning, and preparing art for print, file backup, management and understanding of file formats, assistance with internet and email issues, and blogs, video editing using Adobe Premiere and After Effects, demo reels, Final Draft, Microsoft Word, and Maya 3D and Sketchup 3D software.



the  
**animation  
guild**

IATSE LOCAL 839



The lab hours are:  
Monday 3-8 pm  
Tuesday 3-6 pm  
Wednesday 3-8 pm  
Thursday 3-6 pm  
Saturday 1-5 pm

(closed Fridays and Sundays)

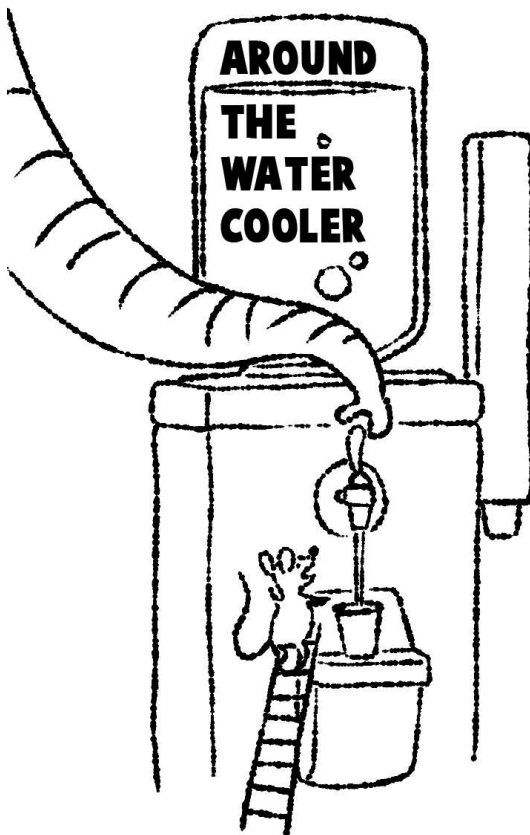
To reserve lab times or for any questions, contact Lab Administrator Ken Roskos at [lab@animationguild.org](mailto:lab@animationguild.org), or call 818-985-7267 to leave a message. Please let any Guild members you know that the lab is available to them.  
(You will receive a reply from [roskotron@hotmail.com](mailto:roskotron@hotmail.com).)

# IN MEMORIAM

*Robert Givens* passed away on December 14, 2017. Bob began at Walt Disney in 1936, working on Snow White, marched in the 41 strike, went to Warner Bros, where he designed the original model sheet for the new character called Bugs Bunny. He stayed at Warners until they closed and he went to DePatie Freleng. He also worked for Chuck Jones, H&B and Filmation, Warner Animation until his retirement in 2001.



Please join us next month at the *Afternoon of Remembrance* to celebrate the lives of members who passed away in 2017. The event will take place on Saturday, February 10th at Hulett Hall – upstairs at the Animation Guild. Refreshments available at noon, memorials begin at 1pm.



Want to organize your crew to show pride in your union? Wear your Animation Guild T-shirts on Union Pride Day – the 1st Monday of the month!

Send an e-mail to [pegboard@tag839.org](mailto:pegboard@tag839.org) and we'll help you make a plan and post pictures!

*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](mailto:lyn@animationguild.org)

# WE ALL PLAY OUR PART



## MPTF

MOTION PICTURE & TELEVISION FUND

### START THE YEAR OFF RIGHT WITH MPTF

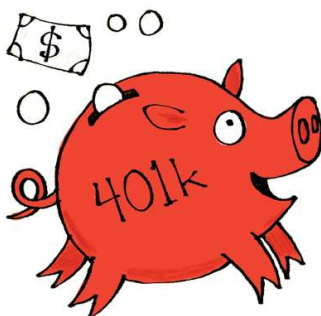
2018 is a big year for MPTF, the entertainment industry's safety net for nearly a century. Founded and supported by film and television employees above and below the line, MPTF is a vital part of our community that reflects the collaboration it takes to create a work of art.

Whether you're in an office or on a set, MPTF is here to help you – and it can always use your help. Whether it's donating your time or money, spreading the word, or coming out to the campus, it's a great way to give back to an organization that you may very well need someday – if you haven't already!

MPTF's new slogan is “We All Play Our Part,” and that “We” applies to MPTF itself, too. We have played our part for decades to have your back when times get tough, and we evolve with the times to address issues with everything from health insurance to elder care to home safety. You can call any time, toll free, at (855) 760-6783, or e-mail [info@mptf.com](mailto:info@mptf.com) – and find out how to play your part at [www.mptf.com/wapop](http://www.mptf.com/wapop).

## HAPPY NEW YEAR!

Start 2018 right by joining the Animation Guild's 401(k) plan. If you're already active in the plan, consider bumping up your contributions to save more. And if you've got a plan but have stopped contributing to it, take the steps to reactivate.



Contribution limits have risen to \$18,500 this year, and if you're 50 or older, or will turn 50 in 2018, you can sign up to put away an additional \$6000.

Call or e-mail 401(k) Administrator  
Marta Strohl-Rowand at the Guild office:  
(818) 845-7500 or [marta@animationguild.org](mailto:marta@animationguild.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**



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

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AND THE TAG BLOG ...  
[animationguildblog.blogspot.com](http://animationguildblog.blogspot.com)



STEVE MATSON  
DICHOTOMY



This four part series is an introspective journey that has been five years in the making. My goal is to create an immersive visual experience, an experiment in movement, thought and form.

#### FUSION OF ART & TECHNOLOGY

Steve Matson combines his fine art painting background with his 25 years working in visual effects for film.

This revolutionary art form is created with traditional paints and brushes, combined with cinematography, digital visual effects, digital painting, animation, music and sound effects.

There are hundreds of different layers and animated elements many of which are very subtle, all working together to create the final work. To truly experience this groundbreaking work, it has to be seen in person.

Each limited edition piece has over 14,000 individual images that play back at 24 images per second. They are approximately 10 minutes long and will loop continuously.

Steve is now permanently represented by eight galleries in the US and has collectors all over the globe.

February 3rd - 26th

Opening Reception: Friday, February 2nd, 6-9pm

Gallery hours: Monday - Friday 8:30am - 5pm

GALLERY 839 1105 N. Hollywood Way Burbank, CA 91505

[matsonmovingart.com](http://matsonmovingart.com)

310 266-0440

# UPCOMING EVENTS AT THE ANIMATION GUILD

**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 20th** – AAI Spring Semester Starts

**February 23rd** – Uninstructed Life Drawing 7-10pm

**March 9th** – Uninstructed Life Drawing 7-10pm

**March 23rd** – Uninstructed Life Drawing 7-10pm

**March 27th** – General Membership Meeting

**March 30th** – Contract Holiday: Good Friday (at all studios except DreamWorks, Nickelodeon and Rough Draft)



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Burbank, CA 91505-2528**

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