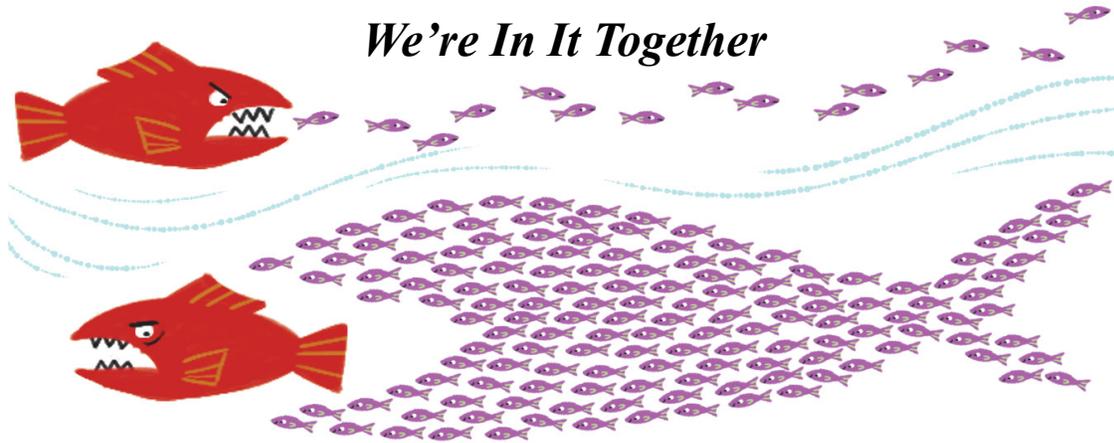




## THIS IS HOW A UNION WORKS

### *We're In It Together*



Most of us working in the animation industry enjoy our jobs, and occasionally we take a moment to muse on how lucky we are to make a living doing something we love. It's not so often, though, that we think about how we got so lucky. We make a pretty decent wage for the work we do – just ask a friend or family member toiling away at a regular job what they think about it – and we enjoy some excellent benefits as a reward for our talent and labor.

Oh, I know there are plenty of you reading this who want to sock me for being so satisfied. Some of you made bank in the 90s and are really angry that the animation labor market just isn't the same as it was back then . . . at least the pay isn't. Well I'm not so satisfied that I feel I can sit back and ignore what's happening around me in this political climate, where workers are getting so screwed that they turn against each other in a battle for the "right to work" and where angry people would rather go it alone and get what they can for themselves at the cost of weakening the solidarity that built this country and the civilization we live in.

We get good pay and benefits because people who came before us saw that they deserved a piece of the pie that they were making every day and they organized. This is how a labor union works. Our wages are where they are because every three years we go up against the producers and

**THIS IS HOW A UNION WORKS** *(continued on page 3)*

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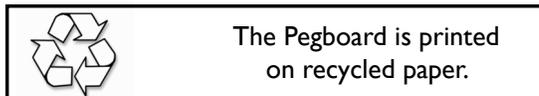
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IATSE LOCAL 839

**THIS IS HOW A UNION WORKS** *(continued from page 1)*

we push to keep what we've got. It's not easy to get the people with the money – the money we helped them make – to give any of it up. Standing up for yourself against someone stronger than you is not something that comes naturally to very many people – it's much easier to mind your own business and take care of yourself. But where is that going to get you? Where is it going to get any of us if we all just go our separate ways and fend for ourselves? Unions work because we're in it together!

We are at a point in time in the animation industry when things have changed so much – New Media streaming! – that we are no longer steadily gaining or even keeping up. It's time to come together like the people who organized this labor union, the ones who recognized that the status quo wasn't working in their favor, who had the vision to know what they needed then and would need in the future to care for themselves and their families, the ones who were willing to sacrifice their comfort and risk their jobs for a better life and who were smart enough to come together in a united front to get what they wanted. We all benefit from their long-ago fight and we need to be willing every three years to do what they did in order to keep what we have and demand more when it's justified.

Making gains at contract negotiations isn't going to be easy. It never was and it never will be, but if we all stand together with the other members of this Guild and with the other Locals that make up the IATSE, our combined voices might be rather loud and convincing.

— *Paula Spence, Pegboard Editor*



*Show everyone what you would fight for: #WeAre839 #TAG839SOLIDARITY*



# FROM THE PRESIDENT KC JOHNSON

## QUESTIONS & ANSWERS



It is an understatement to say there's a lot to keep track of right now. Here, in a paraphrased Q & A, I'll try to address some of the topics I've seen pop up recently.

**Q:** Shouldn't the Guild be making a lot of noise going into negotiations? Like show up with a big angry crowd, or plan a "sick out," or have a strike authorization vote?

**A:** No, that's not how this starts. We must go into negotiations in good faith. We want to reach a deal and sign a contract – that's the goal of negotiations. We will go in with our list of proposals and expect the AMPTP (the producers) to also negotiate in good faith. This process creates a narrative, and we need that narrative to favor our side. Starting out too aggressively does not work to our advantage, even if we're itching to demonstrate our seriousness and strength. Second, all of those tactics are vital tools in our toolbox. Strategically, we don't want to dump out the box too early and leave it empty. There's also the carrot and the stick to consider. You lose all the potential very real benefits of using the carrot approach if all you do is come out swinging with the stick. Should the producers not negotiate in good faith, that stick will still be there.

**Q:** Mandated Sexual Harassment Prevention training? . . . I have too much to do already . . . My studio just made me do this . . . We're getting punished for the transgressions of the elite! Is this for real?

**A:** Yes, the letter from Contract Services (or CSATF) is real. Unfortunately, they did not give the Guild office any real advance warning or ability to edit the letter you received, so, sorry about the prickly tone. Since this is a negotiated contract issue, the expectation is that you can complete the online training at work. Because it is new, your studio may not yet know how it will all function. So now is the time to be vocal. Don't be combative, just talk to production management about your questions and concerns. You want to make sure it doesn't take time away from your already full workload and you need a way to bill your time if you do it at home.

For sentiments that boil down to "This is a waste of my time," current events strongly suggest otherwise. The fallen superstars of anima-

tion may be getting all the press, but that's because they're superstars. And although the big studios have regular Sexual Harassment Prevention training (as required by law), many Guild members work for small studios, work at home, or work intermittently, so they don't receive any training at all. This program attempts to address that. If the quality of the training turns out to be subpar or not useful, however, we should absolutely push to correct that.

**Q:** I've read "strike" in the news lately but you guys are afraid to say the word "strike". Shouldn't we be preparing? What's going to happen?

**A:** All members should plan their finances as best as they can so as to be prepared every year the contract is up for negotiations. As in every contract cycle, the producers want to keep as much money as they can, and this year they have been pushing back hard on unions trying to make necessary gains for their members. I suspect we may see the same pattern, which makes personal preparation even more important this time around. The Executive Board and I, as President, take the concept of a strike with absolute gravity and as an ultimate last resort. It is not a word to be used lightly, and so we choose our words carefully.

In the news right now: the animation voice actors of SAG-AFTRA are conducting a strike authorization vote and we are watching that with interest. It's important to note that they have been working without a contract for a year — they have not rushed into this move.

We are watching the IA Basic Agreement negotiations even more closely, as they affect us much more directly through our Pension and Health Plans. It's all the same battle – the studios want to keep their money for themselves and their shareholders, but we, the workers who make the content driving these record profits, need to share in the growing revenue of a changing media landscape – I'm talking about streaming content. The IA's negotiations resume at the end of this month.

I can't answer the question, "What's going to happen?" because I don't know the future. What are the producers and union workers each willing to risk?

The best answer I can give is that there is no news until there is news. So be on the lookout – the next update will be soon, at the end of July, after the IA Basic's next round of talks.

Your passion and conversations are essential. Keep up the questions!

In solidarity,

KC Johnson

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



### **LEGISLATION & PUBLIC POLICY UPDATE**

At the national, state and local level, elected officials are making policy and enacting laws that affect you. Two recent Supreme Court decisions, *Janus v. AFSCME* and *Epic Systems Corp. v. Lewis* have captured headlines — we’ll take a closer look at these two cases and what the outcome means for workers and labor unions. There are also some state and local level decisions of note.

In *Janus*, the Supreme Court ruled in a 5-4 decision that public sector unions may not require workers they represent to help pay for collective bargaining. Under the National Labor Relations Act, unions must represent all employees of a bargaining unit fairly, in good faith, and without discrimination - whether they are members or not. Prior to this ruling, workers that chose not to become members of a union still had to pay their fair share for contract administration. Now employees can benefit from the terms and conditions provided by a union contract, yet pay nothing towards its defense. In dissent, Justice Elena Kagan wrote the following: “There is no sugarcoating today’s opinion. The majority overthrows a decision entrenched in this Nation’s law – and in its economic life – for over 40 years. As a result, it prevents the American people, acting through their state and local officials, from making important choices about workplace governance.”

Consider this scenario: a group of four coworkers going out to lunch. Three vote for one restaurant, the fourth for another. The group goes with the majority; they enjoy the meal, but when the bill comes, the person who wanted another restaurant tells their friends, “the rest of you have to pick up the tab” because the restaurant wasn’t my choice.

Does that sound fair to you? Though it’s a simple example, it cuts to the core of this issue – the undermining of collective action.

In *Epic Systems*, collective action was also targeted. The Supreme Court ruled in another 5-4 decision that employers may implement arbitration agreements with class action waivers – prohibiting workers from banding together to take legal action over workplace issues. Said

Vanderbilt law Professor Brian K. Fitzpatrick regarding the verdict: “it is only a matter of time until the most powerful device to hold corporations accountable for their misdeeds is lost altogether.” In her dissenting opinion, Justice Ruth Bader Ginsburg wrote that the court’s decision was “egregiously wrong”, and stated that “Forced to face their employers without company, employees ordinarily are no match for the enterprise that hires them. Employees gain strength, however, if they can deal with their employers in numbers. That is the very reason why the NLRA secures against employer interference employees’ right to act in concert for their ‘mutual aid or protection.’”

Both of these decisions strongly favor employers and corporate interests. If employers had class action waivers in place, both the High-Tech antitrust lawsuit and the Animation antitrust lawsuit might have been blocked completely, as employees would have had to bring individual suits against their employers. And as RBG wrote in her dissent, individual employees aren’t on equal footing in a dispute with their employer.

With the *Janus* decision, public sector unions may lose a source of funding and weaken as a result. They will have fewer resources to contribute to support labor-friendly initiatives like supporting a living wage, fighting for family leave, pushing for increased worker safety and advocating for universal health care. With no change in funding for corporate interests, this will unbalance the legislative playing field and disadvantage working people and their families.

Better news comes at the state level with the recent CA Supreme Court verdict in *Dynamex Operations West, Inc. v. Superior Court* regarding independent contractor classification. Employees can join unions, and receive protection through government rules on minimum wage, overtime and rest breaks. Independent contractors have none of these protections, must pay all Social Security and Medicare costs, and are ineligible for unemployment insurance. The main reason businesses try to classify workers as independent contractors? It’s cheaper for them.

The CA ruling makes it clearer when a worker must be considered an employee. To classify someone as an independent contractor, the court said, businesses must show that the worker is free from the control and direction of the employer; performs work that is outside the hirer’s core business; and customarily engages in “an independently established trade, occupation or business.”

How does this decision impact you? The next time you are offered a “freelance” assignment on 1099 terms, providing art or writing for a

company whose primary business involves art and writing, push back and let the potential employer know about this court decision. The fines for willful misclassification of individuals as independent contractors can be as much as \$25,000.

These recent decisions don't always affect TAG members, but they reveal a concerning trend – the erosion of workers' rights. What can you do? Get involved! Connect with TAG Sergeant-At-Arms Robert St. Pierre ([robert.st.pierre@tag839.org](mailto:robert.st.pierre@tag839.org)) and Trustee Steve Kaplan ([steve.kaplan@tag839.org](mailto:steve.kaplan@tag839.org)) to learn more about the new Political Action Group. Not sure about politics, but want to do something? Connect with Executive Board members JJ Conway ([jj.conway@tag839.org](mailto:jj.conway@tag839.org)) and Candice Stephenson ([candice.stephenson@tag839.org](mailto:candice.stephenson@tag839.org)) on the Young Workers Committee, or with Vice-President Jeanette Moreno King ([jeanette.king@tag839.org](mailto:jeanette.king@tag839.org)) regarding Events.

Working people in unions make improvements at the workplace, and they fight to improve the rights of all people. Getting involved in public policy is part of the battle – are you ready to take the next step?

Yours in solidarity,

Jason

*Representatives of the California IATSE Council, including our own Business Representative Jason MacLeod, traveled to Sacramento on June 12, 2018 to support the renewal of the CA Film and Television Incentive. The State Assembly agreed to extend the incentive, and Governor Jerry Brown later signed the state budget and legislation to continue funding the \$330 million program.*



# LUNCH AND LEARN!

August 1st from 12:30 to 2:00pm

Join Business Representative Jason MacLeod and the Guild's Negotiations Committee for a lunchtime Question & Answer session on negotiations.

Learn what's been happening at the Animation Guild as we plan for upcoming bargaining sessions, and find out how our negotiations are related to those of our Brothers and Sisters at other IATSE Hollywood Locals.

Get your information at the source!

Space is limited to 20 participants  
RSVP today to Brooke Keesling and reserve your spot!  
[Brooke.Keesling@tag839.org](mailto:Brooke.Keesling@tag839.org)

Lunch will be provided.





Animation Guild Executive Board member Ashley Long heard that the “producers’ side hardly even looks up” when Animation Guild members are in the room for negotiations, so she incorporated the guild logo into an eye-catching dress in order to capture their attention.

Long said that she wanted to devise a reason for the producers to look up and take notice at her first negotiation meeting, and creating this dress was how she went about it.

The dress stirred up conversation but Long stated, “If it were up to me, that would mean TAG banners, giant puppets, and full feathered Vegas showgirl style headdresses with the logo on it...but since none of that stuff would be allowed in real life I opted for a loud but event appropriate garment.”

Long had a surprise reveal and trial run for her dress at the District 2 convention before its big debut at negotiations. Although Long said she never expected to receive acknowledgment from members of other guilds, she garnered attention from coworkers and strangers alike. “I was pleasantly surprised! Other guilds...recognized what it was and were totally into it! I got a lot of compliments and high fives from people I didn’t even know, and of course our TAG people were really excited,” she said.

To design the dress Long created a Photoshop file of the repeating Animation Guide logo and ordered the completed dress online.

“I’m glad I had it made. It’s a means of taking a picket sign into the negotiations room with me, and I hope the positive reaction will encourage other people to get creative and go big,” said Long.

*By Grace Pickering, TAG Intern*



Do you want to show pride in the Animation Guild? Wear your TAG T-shirt on Union Pride Day – the 1st Monday of the month!

Send an e-mail to [brooke.keesling@tag839.org](mailto:brooke.keesling@tag839.org) and we'll help you make a plan to organize your crew with T-shirts (at no cost to active members), take pictures and post them on social media. Bring out your show runner, like they did (above) at Warner Brothers!





## Required Harassment Prevention Training Through Contract Services

Local 839 has negotiated Harassment Prevention Training to help provide a work environment that is safe from unlawful harassment, discrimination, and retaliation.

In 2015, the major studios that negotiate an agreement with the Animation Guild requested that there be industry-wide harassment prevention training, which they agreed to coordinate and pay for through Contract Services, an employer-funded entity that handles contract administration. Industry unions and producers negotiated Harassment Prevention training because they agreed that preventing unlawful harassment, discrimination and retaliation is important. Contract Services will soon be providing required Harassment Prevention training to Local 839 Animation classifications.

Notifications are currently going out regarding the new Harassment Prevention Training Classes. If you are in a supervisory position you will be required to take a 2-hour course. If you're in a non-supervisory role, you'll be required to take a 1-hour course.

- All members must **complete a short questionnaire** to determine which course they'll take.
- The timeline to complete this training is **August 1, 2018 to November 30, 2018**.
- These **online** courses are available at Contract Services' web portal at <https://portal.csatf.org>.
- In order to access this training, you must be listed on the Online Roster at [www.safetypassiton.com](http://www.safetypassiton.com). If you are not on the list, e-mail [NonRoster@csatf.org](mailto:NonRoster@csatf.org) to begin the process.

Contract Services will notify you by mail before your timeline begins. If you have moved, please contact Contract Services to make sure they have your current address: (818) 847-0040.



## IATSE STATEMENT ON SEXUAL HARASSMENT

As a labor union, we were founded upon equality, respect, and fairness for all people. We commend the many who have courageously shared their stories of sexual abuse and harassment in the entertainment industry, and we absolutely support their right to speak out. Members are always encouraged to contact their union or the IATSE Safety Hotline (844-IA-AWARE / 844-422-9273) if they are in a situation that feels wrong or unsafe.

This July, almost 900 delegates elected to represent the IATSE membership convened for the IATSE International Convention, the highest legislative and judicial body in the IATSE. The delegates unanimously voted to adopt the following:

### **RESOLUTION NO. 16**

**WHEREAS**, *The IATSE has acknowledged the safety and well being of its members to be of the greatest concern;*

**WHEREAS**, *The IATSE Equality Statement reads in part “IATSE leaders and members must be vigilant in working, both with each other and with our employers, to promote an equal and welcoming environment for all people, through our actions, attitude, and language”;*

**WHEREAS**, *No human being should ever be subjected to any type of sexual or physical abuse in the workplace;*

**THEREFORE, BE IT RESOLVED**, *That the Delegates to the IATSE 68th Quadrennial Convention condemn sexual or other physical abuse perpetrated in the workplace; and*

**BE IT FURTHER RESOLVED**, *That efforts be made to support IATSE members who report workplace abuse; and*

**BE IT FURTHER RESOLVED**, *That the Locals of the IATSE will work together to inform members that such actions will not be tolerated and that anyone responsible for workplace abuse will be held accountable.*

**Convention Action:** *The Delegates adopted this Resolution. As required, the IATSE hereby reminds all local unions that the IATSE encourages and advocates for respectful work environments and adheres to anti-harassment, anti-discrimination and anti-bullying workplaces.*

SAVE THE DATE  
for a  
SUMMER  
MEMBER  
MIXER

Tuesday,  
August 14th  
at Idle Hour!



Watch your e-mail  
for reservation  
information!

Lynda.com is MOVING!



Beginning in September,  
2018-19 Year Four Subscriptions  
are **FREE** through the  
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The last Day for Year Three  
Subscriptions is June 30, 2018.

APPLICATIONS COMING SOON

To learn more, visit

<http://www.iatsetrainingtrust.org>  
for the most current information.

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# IN MEMORIAM

*Les Kaluza* was born in Poland, where he produced his own short films – Tygrys (the tiger), Niebo Czy Pieklo (Heaven or Hell) – before he and his wife, Erna, moved to the USA in 1960. He worked as a Producer, Director and Animator on many well known productions at Paramount Animation Studios, Hanna-Barbera, and Filmation. In the late 1980s, he and Erna worked as overseas supervisors in Poland and South Korea for Hanna-Barbera, Saban, Calico and Nickelodeon. Throughout his career, Les produced his own animated shorts, some of them award-winning, which were shown globally at various Film Festivals: Potpourri, Oh La La, Why, The Owl & The Pussycat (an animated version of the Edward Lear poem), Boogie Woogie Cat (a tribute to Tom & Jerry). He had many more ideas but, unfortunately, he passed away on June 23, 2018.

*Darrell McNeil* passed away on July 4, 2018. A storyboard artist and historian, Darrell worked at Filmation and DIC, among other studios. He also wrote a great book about designer Alex Toth!

*Lolee Aries* passed away on July 10, 2018. Though she was not a member of the Animation Guild, she worked with our members as a producer and production manager for a number of union as well as non-union companies.

## Join the closed Facebook group for Animation Guild members?



The closed Facebook group is  
for TAG Local 839 members only.  
Facebook members just need to look up:

**The Animation Guild Local 839**

Click "Join Group" and wait for an administrator to  
confirm Guild membership and add you to the group.



# SUMMER 2018

## ONLINE CLASSES

REGISTRATION NOW OPEN!

- **Creating Appealing Heads** with Brian Jefcoat \*
- **Material Creation with Substance Designer** with Pete Sekula \*
- **Artistic Anatomy** with Daniel Crossland \*
- **Creating Appealing Characters in 3D** with Dylan Ekren \*
- **Character Sculpting Mentorship** with Mike Defeo
- **3D Printing for ZBrush Artists** with Aiman Ahktar
- **Digital Sculpting in ZBrush** with Michael Defeo
- **Master Organic Modeling** with Gio Nakpil
- **Design Sketching** with Andres Parada

\* CSATTF APPROVED CLASSES

Enroll now at: [www.mold3dacademy.com](http://www.mold3dacademy.com)

Mold3D Academy is a **CSATTF approved** training vendor.  
Animation Guild members can receive two-thirds  
reimbursement on several Mold3D classes with CSATTF approval.  
Fill out and return the Application form to Deborah Garcia  
at CSATTF to start the approval process.

For Non Approved classes, please use discount code for **\$20 off**  
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Sunday

October 21, 2018

Santa Anita Park, 285 West Huntington Drive, Arcadia

Gates open at 11 AM • Horse Racing 101 at 11:30 AM

Lunch from 12-2 PM • First Race 12:30 PM

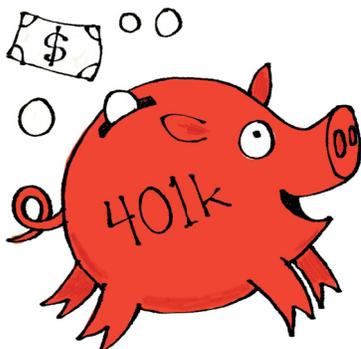
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For more information please contact:

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Order tickets at [MPTF.com/DATR](http://MPTF.com/DATR)



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Or reactivate your dormant account!

Call 401(k) Administrator Marta Strohl-Rowand at the Guild to find out how: (818) 845-7500.



## **“THE FLIP SIDE”**

Paintings and Sculptures by Mark Henn

Opening Reception  
Friday August 3, 2018 6-9pm

Artwork on display through  
August 31, 2018

[www.markhenn.com](http://www.markhenn.com)



**Gallery 839**  
at  
**The Animation Guild**

1105 N. Hollywood Way  
Burbank, CA 91505  
818-845-7500  
M-F: 9am-5pm

For nearly four decades, Mark Henn has animated for the Walt Disney Studios. He has helped bring to life many characters in some of Disney’s most beloved movies such as *The Little Mermaid*, *Beauty and the Beast*, *Aladdin*, *The Lion King*, and *Mulan*. He made his directorial debut with the award winning short *John Henry*. In 2013, Mark received the Winsor McCay award for lifetime achievement. In his personal time, Mark paints and sculpts reflecting his varied interests in American history, wildlife, and aviation. Recently Mark was commissioned by The Walt Disney Company to paint Mickey Mouse’s official portrait celebrating his 90th birthday.

# UPCOMING EVENTS AT THE ANIMATION GUILD

**July 31st** – General Membership Meeting  
(Pizza at 6:30, meeting starts at 7 pm)

**August 1st** – Lunch & Learn 12:30-2pm  
Lunchtime conversation about union-related issues  
On the Agenda: Negotiations Q & A  
RSVP by e-mailing [Brooke.Keesling@tag839.org](mailto:Brooke.Keesling@tag839.org).

**August 3rd** – Gallery 839 New Show Opening 6-10:30 pm

**August 6th** – Union Pride Day: Wear your TAG T-shirt  
to work and post photos on social media!

**August 14th** – Member Mixer at Idle Hour  
Reservation information coming soon

**August 28-30th** – Contract Negotiations with the AMPTP



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

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