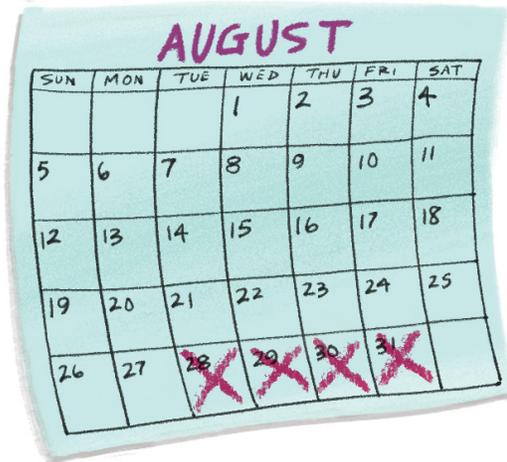




## THREE DAYS IN AUGUST



### *Make that FOUR Days, and Another Day in September*

As of this writing, the Animation Guild Negotiations Committee has completed five days of contract bargaining with the AMPTP. That's two more days than our originally scheduled three, and the task we faced was not an easy one. But we're happy to report that we have come to a tentative agreement or a new three-year contract that we can recommend to our members for ratification.

The team, led by Business Representative Jason MacLeod, has been working for over a year on research and proposals to address members' key concerns. Our goal is always to improve wages and working conditions for as many members as is possible. This year we took over twenty proposals to the AMPTP, and they, in turn, had proposals that they'd like to see included in a new agreement. We want to see wages and benefits rise for all of our members and the Producers want to keep as much of the money as they possibly can. There's only so much to go around, and we have to fight hard for every cent and even for every non-economic change to the contract.

# IN THIS ISSUE

Three Days in August ..... 1  
 From the President ..... 4  
 Pay Equity Summit ..... 5  
 From the Business Representative ..... 6  
 General Membership Meeting Location Change..... 9  
 Members Leading the Charge ..... 10  
 Why We Need Dedicated Nursing Rooms In Our Contract ..... 12  
 Negotiations Spirit 2018..... 14  
 In Memoriam and Around the Water Cooler ..... 16  
 IATSE and MPTF Day At The Races ..... 17  
 September Gallery Show ..... 18  
 Upcoming Events At The Animation Guild ..... 19

**THE PEG-BOARD** is published monthly by The Animation Guild and Affiliated Optical Electronic and Graphic Arts Local 839 IATSE, 1105 N. Hollywood Way, Burbank, CA 91505-2528 phone (818) 845-7500 • fax (818) 843-0300

[pegboard@tag839.org](mailto:pegboard@tag839.org) • [www.animationguild.org](http://www.animationguild.org)

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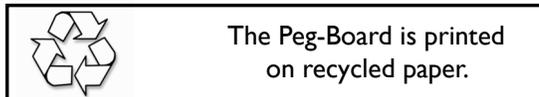
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**PEG-BOARD SUBSCRIPTION POLICY:** Active members automatically receive The Peg-Board free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration 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.



Even changes that seem like simple housekeeping can be difficult to achieve. Any wording must be pored over by labor and contract attorney's on each side and agreed upon by both parties. Creating serious and effective proposals isn't like writing a wish list for Santa Claus – just because we write it doesn't mean we'll get everything we want. We have to come to the bargaining table in good faith, with aggressive plans to benefit our members and a practical willingness to alter those plans if we need to in order to make a deal with the Producers.

Some of our Negotiations Committee members have been through this before, and some are new to collective bargaining. Throughout the past year we've all shared our concerns, advice and strategies. We've been trained and mentored by negotiators with vast experience, such as IA Vice President Mike Miller, who has faced off with the AMPTP many times over the last 17 years. And most of all, we've listened to our members, who have been attending craft and general membership meetings, answering survey questions, calling the office and writing to Jason and the rest of the Executive Board and Negotiations Committee. We've heard your concerns, and think we've made a good deal for everyone.

There is a lot on the line this year, as in every year, and while we'd like to get huge raises for every member, sometimes we have to concentrate on the long game to benefit everyone the most. We hope that we've achieved a deal with the AMPTP that our members can appreciate.

— *Paula Spence, Pegboard Editor*



*The 2018 Negotiations Committee on Day One: Ray Leong, Kristin Donner, Brandon Jarratt, Teri Cusumano, Candice Stephenson, Mairghread Scott, Kyle Neswald, Danny Ducker, KC Johnson, Henry Gilroy, Dave Chlystek, Larry Smith, Ashley Long, Spencer Knapp, Paula Spence, Guild Counsel Michael Four, Lindsey Pollard, Guild Counsel Michael Plank, Jason Mayer, IA VP Mike Miller, Rex Faraday, Jason MacLeod, Steve Kaplan.*

# FROM THE PRESIDENT KC JOHNSON

## WHAT COMES NEXT



Greetings and happy September! How great it's been to see the pictures of everyone in their TAG T-shirts! Thank you all for your participation and support over the past weeks and months.

I started writing this right in the midst of our contract negotiations (during the usual media blackout), and even though we're past that, it's not too early to consider what we can do next.

Contract negotiations are not a panacea. They will not solve all of our workplace challenges in one go, this one included. How far we move the needle forward (or back – some negotiations favor the employers) will vary, but there will definitely still be outstanding issues afterwards.

I'm hoping to capture the momentum and energy of this time and push straight into the creation of real tools we can all use together in the workplace.

Foremost of these would be to draft a kind of Animation Guild manual. Whereas adding something like job descriptions to the contract is a heavy lift, there is nothing stopping us from writing descriptions and publishing them ourselves. At least one other Local has had this type of "Setiquette" guide.

The idea is to target the persistent problems, supply the Guild's point of view, and give you a document to point to as a resource when producers try to take advantage of vague language in the contract.

It's a big task, but the goal is always to come together to improve the quality of life for all in this creative, incredible industry we share.

The journey continues.

In Solidarity,

KC Johnson



# PAY EQUITY 2018 SUMMIT

SPONSORS:



Light breakfast, lunch, and mixer included.

Event Details and Tickets available here:

<https://www.eventbrite.com/e/pay-equity-summit-tickets-49213935205>

**DISCOUNT CODE FOR TAG 839 MEMBERS:**

WiM839Equity

### Speakers and Panelists:

Tema L. Staig - Executive Director Women In Media  
Leslie Simon - Business Representative Local 871  
Melissa Goodman - Director of Advocacy ACLU  
Marisa Shipley - Reel Equity Chair, Art Department Coord, Local 871  
Lalida Sujjvasin - Production Coordinator, Local 871  
Chilly Nathan - Set Decorator Steering Committee, Local 44  
Elisa Phillips - Color Stylist Committee, Local 839  
Betty Madden - Costume Designer, Local 892  
Yolanda Cochran - PGA, National Board of Directors, Production  
Executive at Disney ABC Television Group  
More guests TBD

Saturday, September 29th  
9:30am to 3:30pm

The Animation Guild  
1105 North Hollywood Way  
Burbank, CA 91505

## FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD



### GETTING INVOLVED – WAYS TO ENGAGE

There has been a sea change in member involvement for The Animation Guild. If you have been a member of the Guild for years, I hope you like what's happening. If you are a new member of the Guild, please know that it's a pretty exciting time. The Animation Guild is a labor union – an organization that depends on member participation and the commitment of time and energy from its members to thrive. When members are engaged and active, good things happen. When members aren't involved, less gets done – and some things fall by the wayside. To make headway on difficult issues, the union office, elected union leadership and the membership *all* need to pull in the same direction.

Here are some ways you can get involved:

***Get to know your co-workers.*** Talking to your crew is important! Everyone knows that relationships are the lifeblood of this industry – are there issues at your workplace that you can discuss with colleagues? One-on-one conversations are the best way to form connections – despite what you might read about in social media.

***Wear your TAG T-shirt, pin or button.*** When you visibly represent The Animation Guild in your workplace, you are reminding everyone, including management, that you are a part of something larger than yourself. You're part of a team that crosses show and studio lines. Don't have a shirt? Organizing your crew and taking a group picture for social media is a way to get one. Please e-mail Brooke Keesling ([brooke.keesling@tag839.org](mailto:brooke.keesling@tag839.org)) at the union office to get started! Too busy to coordinate a group effort? You can also purchase a shirt at cost from The Animation Guild website.

***Attend a membership meeting.*** We hold meetings every other month and we advertise the dates in the Pegboard, in Keyframe, on our website, and through our e-mail list. It's a place to raise issues, hear the issues of others, and meet fellow members in the business.

***Join a committee.*** Committees are appointed by President KC Johnson to tackle various subjects – we have an Events Committee, a Testing Committee, and an Anti-Harassment and Anti-Discrimination Committee, just to name a few. Would you like to contribute? Please e-mail President KC Johnson ([kc.johnson@tag839.org](mailto:kc.johnson@tag839.org)) to get started!

**Apply to be a Shop Steward.** Shop Stewards are appointed by the Business Representative, as needed, for union worksites. Are you an approachable person with a few years worked at union studios? Do you like answering questions and helping people? I can't teach attitude, but almost everything else is something that you can learn. If you are interested in learning more about the Shop Steward role, please contact me – [jmacleod@animationguild.org](mailto:jmacleod@animationguild.org) – and let's talk!

**Run for office.** While it may seem like it is a far way away, nominations for the Guild's elected roles will be in just one year.

The Guild elects its leadership every three years. The next term of office will be from December 3, 2019 to December 6, 2022. Sixteen positions will be up for election, including Business Representative, President, Vice-President, Recording Secretary, Sergeant-At-Arms and eleven Executive Board positions. The entire process is detailed in our Constitution and By-Laws; here is an overview:

### **What do the officers do?**

The **PRESIDENT** presides at all membership and Executive Board meetings. They are a member of the Executive Board, but vote only to break a tie. They are a member of all committees, and are a delegate to all IATSE and IATSE District Two conventions. The President is not a paid officer, but his or her expenses are covered when performing the duties of office. The current President is Karen (KC) Johnson, Retake Director at "The Simpsons".

The **BUSINESS REPRESENTATIVE** is a salaried, full-time employee of the Guild. He or she cannot be otherwise employed (either salaried or freelance, Guild or non-Guild). He or she is a voting member of the Executive Board. The Business Representative is in charge of the Guild's business office, supervises the business affairs of the Guild, and is responsible for keeping the Guild's financial records up-to-date and filing detailed annual forms with the IRS and National Labor Relations Board. The Business Representative acts as Treasurer, and is responsible for collecting all dues and initiation fees. He or she represents the Guild and its members in any and all relations with employers, and is chairman of all contract bargaining committees. He or she makes the final determination on all grievances to be filed with employers. The Business Representative reports to the Executive Board at each monthly meeting, on every matter that has come to his or her attention. He or she is a delegate to all IATSE and IA District Two conventions, and their expenses for conventions and any other official duties are paid by the Guild. The current Business Representative is Jason MacLeod.

The ***VICE-PRESIDENT*** is a voting member of the Executive Board. In the absence of the President, the Vice-President assumes the President's duties. The current Vice-President is Jeanette King, Director at Bento Box.

The ***RECORDING SECRETARY*** is a voting member of the Executive Board. The Recording Secretary keeps minutes of all meetings. The current Recording Secretary is Paula Spence, Art Director at Cartoon Network.

The ***SERGEANT-AT-ARMS*** is a voting member of the Executive Board. At the President's direction, the Sergeant-At-Arms is in charge of maintaining order at meetings. The current Sergeant-At-Arms is Robert St. Pierre, longtime Art Director, now a tenured professor at California State University, Northridge.

The three Board members who receive the highest vote totals in the election serve as ***TRUSTEES*** in addition to their Executive Board duties. The Trustees review the books of the Guild, and make reports to the membership. The current Trustees are David Chlystek (Marvel), David Thomas (Disney TVA), and Steve Kaplan (IATSE International Representative, former Local 839 Labor Organizer).

The ***EXECUTIVE BOARD*** has general supervision of all the Guild's affairs, subject to the Constitution and By-Laws. They decide upon all matters referred to them by the Business Representative or the members, and their decisions are binding on the membership unless reversed by a majority of the members present at a membership meeting.

The Executive Board meets on the first Tuesday of every month at 6:30 pm; General Membership Meetings are held on the last Tuesday of the months of January, March, May, July, September and November, starting at 7 pm. Special meetings may also be called as needed. Executive Board members are expected to attend ALL meetings.

In addition to all of the officers listed above, the current Executive Board members are JJ Conway (Nickelodeon), Brandon Jarratt (Disney Feature), Spencer Knapp (DreamWorks Feature), Ray Leong, Ashley Long (Bento Box), Jason Mayer (DreamWorks Feature), Larry Smith ("The Simpsons"), and Candice Stephenson (Nickelodeon).

Remember, there are people who make things happen, people who watch things happen, and people who wonder what happened. To be successful, you need to make things happen.

The Union begins with you. There has never been a better time to get involved.

Yours in solidarity,

Jason

# **GENERAL MEMBERSHIP MEETING**

## **TUESDAY, SEPTEMBER 25<sup>TH</sup>**

**Come to learn about the recently negotiated tentative agreement with the AMPTP.**

**IN ANTICIPATION OF HIGH ATTENDANCE,  
WE'VE BOOKED A SPECIAL LOCATION!**

**PICKWICK GARDENS CONFERENCE CENTER**  
1001 W Riverside Dr, Burbank, CA 91506  
ROYAL BALLROOM

**Refreshments at 6:30 pm**  
**Meeting starts at 7pm**

**Please watch your e-mail for more meeting info!**



# MEMBERS LEADING THE CHARGE



*Guild members Rex Faraday, Teri Cusumano, Kristin Donner and Kyle Neswald led subcommittees that put together proposals and presentations for contract negotiations.*

Kristin Donner and Kyle Neswald have been active with the Guild for years – attending meetings and other events and speaking up for themselves and other members. Their desire to see family issues addressed at contract negotiations made them a natural choice when the committee planning for bargaining sessions formed last year. This dedicated pair made it their mission to research family leave, looking beyond just the animation industry to find out what kinds of benefits are being offered at companies where people want to work. We're lucky to live in the progressive state of California, where we have some of the most generous family leave laws in the country, but there is always room for improvement. Kristin and Kyle looked at past practices and the present state of the industry, then wrote a set of proposals to carry Guild members into the future. They compiled their research into a PowerPoint presentation shown to the AMPTP at our recent bargaining sessions. We may not have achieved everything we proposed at contract negotiations, but with Kristin and Kyle leading the charge on family work issues we laid the groundwork for future possibilities.

Teri Cusumano knows that Color Stylists get a raw deal. She's a BG painter, but her husband, Jack, works as a Color Stylist and Color Supervisor, and he's often subject to lower wage minimums because his job title sometimes relegates him to the Ink & Paint category rather than the Animation category, where designers and other color artists fit. Ink & Paint was originally seen as women's work that required a lower level of skill and paid accordingly. It's been a long time since all-female crews in Ink & Paint positions filled in cels with pre-assigned colors and went home to burp the baby. These days, Color Stylists choose their own colors . . . and that's just the beginning. Teri reached out to peers in the color crafts, planned lunch meetings and followed up with detailed e-mail chains, put together a package of research and data, sent out a targeted survey to color artists, designed and organized a social media campaign long with the printing and sale of #Color Is Design T-shirts, worked with other Hollywood Locals on their own pay equity campaigns, created an online petition and gathered over 2600 signatures in support of the cause. And she put it all together to build an impressive package that was presented to the AMPTP along with our proposal on Color Stylist issues. Teri truly made change happen for this craft!

Last Fall, Rex Faraday attended the craft meeting for Animation Directors, when passionate voices were raised in a discussion on stagnant wages. At issue: the unit rate for Sheet Timers, which was added to our contract in 2015. Though the unit rate includes health and pension contribution hours that had not been sufficiently accounted for until it became a contract standard, some of the members in attendance were unhappy with the standard and pay per foot. Rex channeled the passion in that meeting into a determination to effect change for his craft. He met with others in the Animation Direction and Sheet Timing crafts, formed a subcommittee of experienced colleagues and prepared a proposal to improve pay and working conditions for sheet timers working for unit rates. And on the second day of negotiations with the AMPTP, he was the first Guild representative to make a presentation to support the proposal. The tentative agreement recently achieved includes improvements to the unit rate for Sheet Timers; Rex and all of his colleagues who put in work on the proposal should be proud of their achievement.

We hope that all of these engaged members will be back on the Negotiation Committee in 2021, and that their stories inspire other members to become involved and make a difference for the Guild in the future.

# Why We Need Dedicated Nursing Rooms In Our Contract

*By Kristin Donner & Kyle Neswald  
Family Leave Subcommittee*

For working moms, *dedicated* nursing rooms may lead to equity and retention in the workforce. We talked with three Animation Guild moms about their workplace experiences. Here's what we learned.

Teri, a BG designer & painter, was thrilled when her first child arrived. During her brief maternity leave, she learned that babies nurse on their own schedule and that moms need to feel relaxed to express milk well. Our colleague was optimistic when she returned to work at Bento Box Entertainment, where she was told that a nursing room would be designated for her use. To her surprise, she was shown an unused office that doubled as a storage space for broken and unused furniture – a space that *technically* met State and Federal nursing room requirements.<sup>1</sup> But, this uncomfortable environment brought on stress, which led to reduced milk production, which then led to the stress of not being able to adequately nourish her newborn as she had expected.

Teri hoped for a better nursing room situation on her next production at Stoopid Buddy Stoodios. But instead of a private room, she was shown a conference room with a schedule for use. When meetings in the conference room ran late, Teri had to wait in the hallway outside, breast pump in hand, losing valuable work time and becoming more uncomfortable with each passing minute; the longer a nursing mom goes without pumping, the more likely that her milk supply will dwindle with time. More than once, a sympathetic associate producer or director offered up their private office for her use. With plenty of private office space to go around, Teri wondered why she wasn't simply assigned to one to help facilitate her needs as a nursing mom. This lack of consideration sent Teri the message that she – and her baby - were not respected.

## ***Our State and Federal protections for moms just aren't enough.***

M., a freelance writer and mom (who prefers to remain anonymous), showed up at Walt Disney Animation Studios for a scheduled work meeting. Our colleague had inquired in advance about nursing rooms and was told that she could use one at the studio. However, when M. arrived on

the floor with the nursing room, the security guard wouldn't let her in. Only employees with a *particular badge* had access, and she didn't have the right badge. This instance may have resulted from a simple miscommunication between management and security, but it's an example of an ongoing problem: many working moms are excluded from the benefits of a healthy workplace.

***Healthy workplaces allow us to do our best work and live our best lives.***

Rebecca, a technical director at Walt Disney Animation Studios, had a different experience. Her transition back to work was eased by the availability of a dedicated nursing room featuring comfortable furniture, an efficient hospital-grade pump, a refrigerator, a sink, and a water cooler. After a recent remodel, Disney consulted moms on wall décor and provided a pushpin board for them to proudly display photos of their kids. At Rebecca's request, Disney's IT department provided her a laptop so she could continue to work or catch up on e-mails while pumping. Disney went above and beyond to ensure that Rebecca's return to work was a success – and she was shocked to learn that her experience is not the norm in our industry.

The discrepancies between studio nursing room experiences, like the ones above, demonstrate a need for change. We need to negotiate standard benefits in our contract that everyone can count on.

***Support us as we fight to add Dedicated Nursing Rooms to our contract in the future. This is OUR time to thrive.***

For more info, visit <https://animationisfamily.blogspot.com/>.



<sup>1</sup> Workplace Support in Federal Law. United States Breastfeeding Committee. <http://www.usbreastfeeding.org/workplace-law>

# NEGOTIATIONS SPIRIT 2018!



**WE  
SAW  
YOU  
AND IT  
MADE AN  
IMPACT!**



Thank you for showing your Union Pride during negotiations!

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!

# IN MEMORIAM

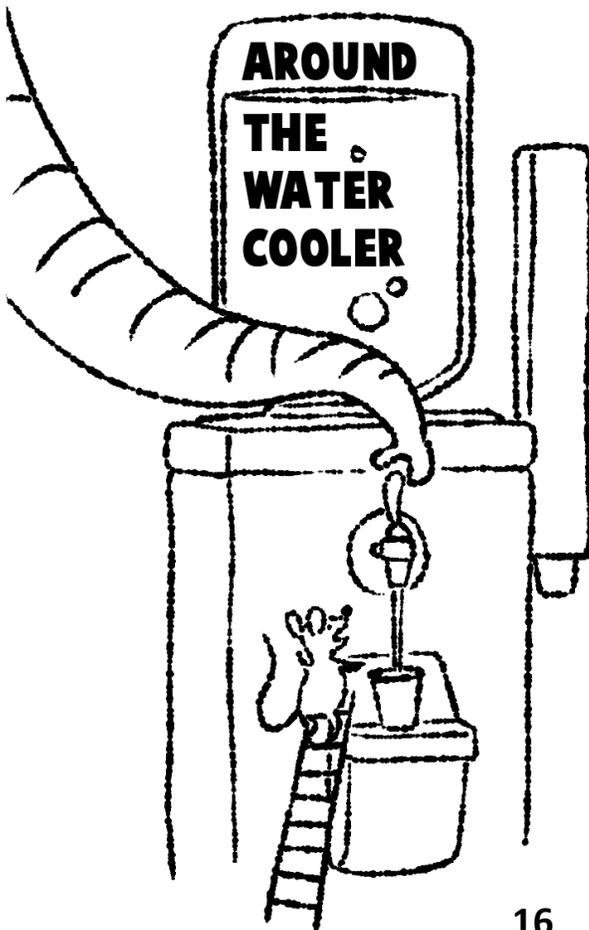
*Paul Carlson* passed away on July 7, 2018. Paul began at Walt Disney in 1953, and worked on numerous projects as an assistant, layout and production. He also worked at UPA and Quartet Films.



Want to read more about labor union issues and how we can help change our communities and our country by championing workers' rights?

An LA Times OpEd in honor of Labor Day: <http://www.latimes.com/opinion/op-ed/la-oe-meyerson-labor-question-20180903-story.html>

A New Yorker story about creative arts union members making a living between jobs: <https://www.newyorker.com/culture/cultural-comment/the-shaming-of-geoffrey-owens-and-the-inability-to-see-actors-as-laborers-too/amp>



If you want to get involved in activism at the labor union level, consider joining the Animation Guild's Political Action Group. This is a volunteer committee that meets once a month to discuss legislation and political issues that affect workers in our state and across the nation. To find out more, e-mail Sergeant-At-Arms Robert St. Pierre at [robert.st.pierre@tag839.org](mailto:robert.st.pierre@tag839.org) . . . then join us at our next meeting!

You can also donate to the IATSE's Political Action Group at <http://www.iatse.net/get-involved/contribute>.

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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

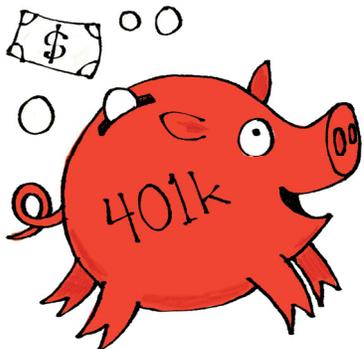
Your Ticket Price Includes: Admission, parking, race program, a great lunch buffet, and lots of fun activities for the whole family.

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For more information please contact:

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

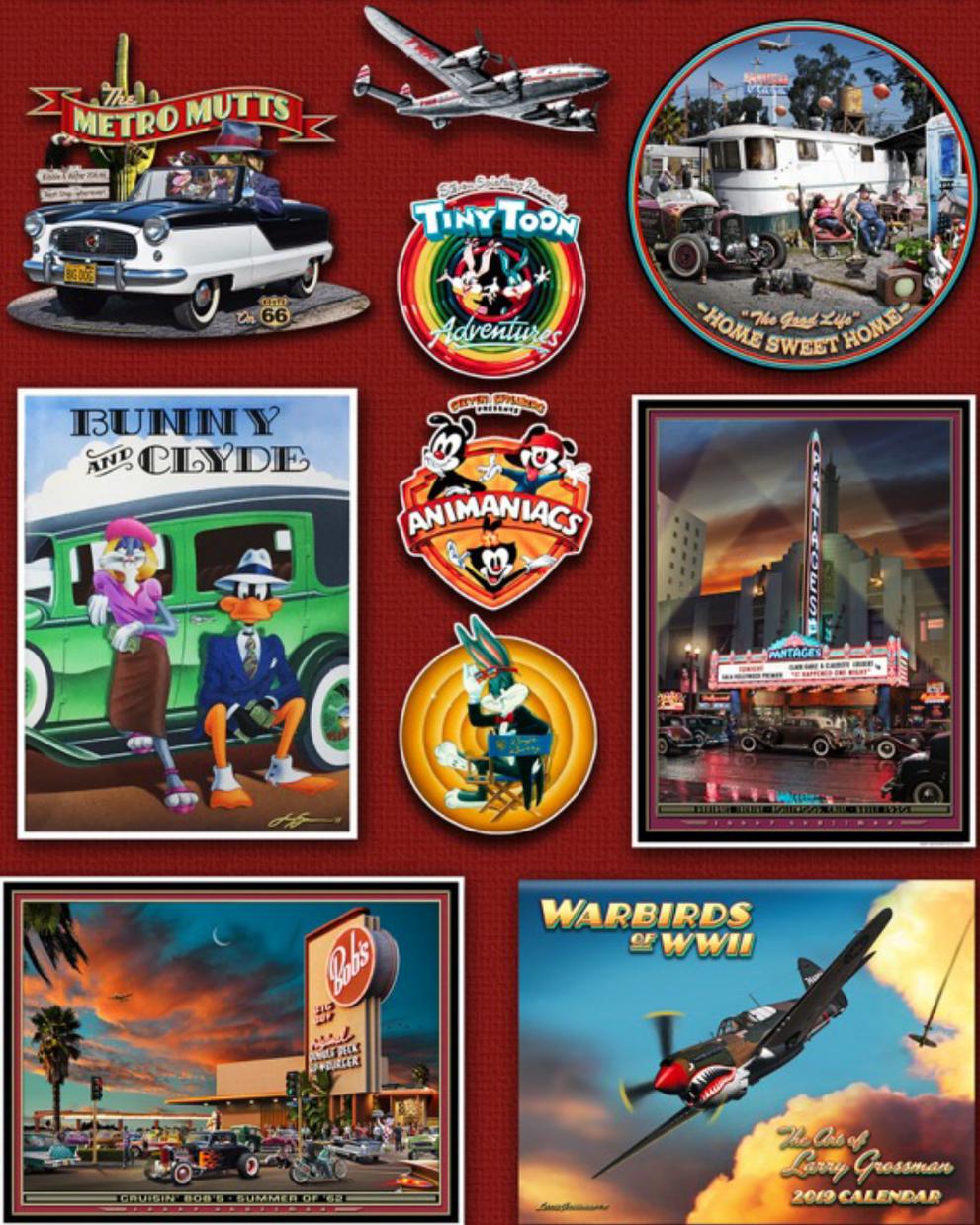


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*Opening Reception - Friday October 5<sup>th</sup> 6-9 PM*

==== **GALLERY 839** =====

*Thru October 30<sup>th</sup> (gotta get ready for Halloween!)*

*Regular Gallery Hours: Monday through Friday - 8:30 am to 5 pm*

# UPCOMING EVENTS AT THE ANIMATION GUILD

**September 25th** – General Membership Meeting

*Pickwick Gardens Conference Center*

*1001 W Riverside Dr, Burbank, CA 91506*

(Refreshments at 6:30, meeting starts at 7 pm)

**September 26th** – Wash & Game Night – 7 to 11 pm

Sponsored by TAG Young Workers Committee

*Happy Bubbles Laundromat*

*12441 Oxnard St., North Hollywood, CA 91606*

**October 5th** – Gallery 839 New Show Opening 6-9 pm

**October 21st** – IATSE and MPTF Day At The Races – 12 pm

MPTF Fundraiser and Family Picnic

*Santa Anita Park*

*285 W Huntington Dr., Arcadia, CA 91007*



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

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