



STOP. THINK. VOTE.



Late in the evening of September 7th, the Animation Guild's Negotiations Committee came to a tentative agreement with the AMPTP for a new three-year contract. This agreement was the result of more than a year of work on the part of the committee and several subcommittees, TAG's office staff, the Guild's counsel, leaders at the IA and all of the members who took the time and effort to attend craft meetings, respond to surveys, take part in important discussions, and show their support by wearing TAG T-shirts to work and posting photos on social media.

The Negotiations Committee is made up of engaged volunteer members who made a commitment to be involved and stay involved throughout the planning stages and to take time off from work during the bargaining session with the AMPTP. Business Representative Jason MacLeod laid out a plan and along with him these members analyzed what our membership said they wanted, wrote and rewrote proposals, and did the actual research needed to back up demands. They also took part in collective bargaining training to prepare themselves for the realities of negotiating with an adversary that does not want to give up a single cent of their profits and, in fact, will try to chip away at the wages and benefits that those before us have fought so hard to gain.

STOP. THINK. VOTE. *(continued on page 3)*

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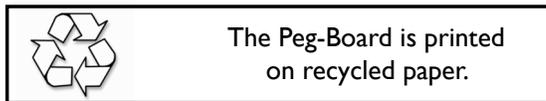
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Publications of *bona fide* labor organizations may reprint articles from this newsletter so long as attribution is given. You can stop by the Animation Guild office weekdays between 8:30 am and 5 pm and pick up current or recent back copies of *The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

PEG-BOARD SUBSCRIPTION POLICY: Active members automatically receive The Peg-Board free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration date on the mailing label. The subscription rate for suspended members and non-members is \$10.00 per year (\$15.00 foreign, check in U. S. funds), checks made out to the Animation Guild and sent to 1105 N. Hollywood Way, Burbank, CA 91505-2528, U.S.A.



IATSE LOCAL 839

This committee fought hard during five long days of bargaining with the AMPTP. They didn't give up when they heard NO. They held on to what was most important to the majority of members, made significant gains, denied proposals that would disadvantage members and found a way to make the best deal possible for members now and in the future.

By the time you read this – and if you are an active member – you should have received your voting materials for the new TAG Master Agreement in the mail. Only active members in good standing (with all dues and fees paid) can vote, so if you're unsure of your status please contact the union office at 818-845-7500 or by e-mail at membership@tag839.org to find out. It may not be too late to bring your membership up to date by the deadline at 5 pm on October 22nd.

The full Memorandum of Agreement (MOA) detailing the contract changes is online here: <http://animationguild.org/2018-negotiations/>. Please read the MOA and the other materials posted online, and if you're not sure about what you're reading get in touch with someone on the Negotiations Committee (<https://animationguild.org/2018-negotiations/negotiation-committee/>) to ask questions so you can make an informed decision – the office can help you make contact. Voting will take place by internet or by phone – instructions are provided in the mailed packet. The ratification will be decided by a simple majority of the votes cast so every vote counts. Stop. Think. Vote. And let your voice be heard!



The 2018 Negotiations Committee after a tentative agreement was reached on Day Five: Larry Smith, Steve Kaplan, Lindsey Pollard, Ashley Long, IA VP Mike Miller, Teri Cusumano, Jason Mayer, Candice Stephenson, Mairghread Scott, Spencer Knapp, Paula Spence, Guild Counsel Michael Four, Henry Gilroy, Business Representative Jason MacLeod, Brandon Jarratt, Ray Leong, and in front, President KC Johnson, Danny Ducker and Kyle Neswald.

FROM THE PRESIDENT KC JOHNSON



VOTE!

The news is full of voting. The Senate confirmation vote is taking place while I write this. The ballots for the IATSE Basic Agreement should be in by the time you are reading this. The deadline to register to vote in the midterm election hits after that. And after that is the deadline for you to vote YES or NO to ratify the Animation Guild's tentative agreement with the AMPTP.

Voting is not a luxury. It is not hyperbole to say that others died fighting for our collective right to vote.

When you ignore your opportunity to vote, you allow the most motivated slice of the electorate an outsized say. Perhaps you agree with them – perhaps you don't. All of these elections have real consequences, and all of us must live with them.

Another election story in the news today demonstrates this in a different way. Did you see the Teamsters UPS story? A new 5-year contract was negotiated and out to the members for a ratification vote. Out of the 209,043 drivers represented, 92,604 voted; that's a 44.3% voter turnout. The majority of these, 54.2%, voted NO.

However, the Teamsters' Constitution and By-Laws states that in the case of less than 50% voter turnout, a higher threshold is required for a NO vote. It requires a two-thirds majority, which was not attained. Thus, the Constitution requires the Teamsters' negotiating committee "to accept such final offer or such additional provisions as can be negotiated by it." So leadership has a choice: declare the tentative contract as ratified, or go back to UPS to try to wrangle more.¹ What a mess.

The Animation Guild's ratification vote doesn't have any of the Teamsters' restraints on it. We're also not a part of the Basic Agreement, which gets ratified by 13 separate Locals using an electoral college type of system.

With TAG, it's simply up or down, 50% plus one; the majority rules. But will the result include your vote? All active members in good standing get to take part in the process (including those working under the Nick, TSL, WAG, and SPA contracts), and your vote is essential.

Please read the materials and ask any questions you have. Please don't get overwhelmed and tap out. Gather your information, talk to your peers, consider TAG leadership's recommendation for a YES vote, and vote your conscience. No matter what you decide, YES or NO, your participation is what is most vital.

After that, please stay engaged. Register to vote in California by October 22nd at: www.registertovote.ca.gov.

If voting by mail would be easier for you, you have until October 22nd to get your application in: <https://elections.cdn.sos.ca.gov/vote-by-mail/pdf/vote-by-mail-application.pdf>.

Get the word out to your friends and family to check their voter registration status at www.vote.org.

Vote on November 6th. Consider supporting and voting for candidates that support Labor Unions, a living wage, and other policies and programs that help working families.

Remember that whatever is won at negotiations can be taken away at the ballot box.

VOTE.

Loyally yours,

KC Johnson

president@tag839.org

¹<https://www.ajc.com/business/teamsters-union-says-ups-contract-deal-approved-even-without-majority-vote/KARDb5cdopqUPt5unOTlfl/>.

**FROM THE BUSINESS REPRESENTATIVE
JASON MACLEOD**



YOUR VOTE IS YOUR VOICE

If you are an Active member, by the time you are reading this article voting materials for our contract ratification should have arrived at your door. You now have the ability to vote on the tentative agreement and participate in the decision – either to accept the agreement with a vote of YES – or to reject the agreement with a vote of NO. While I encourage you to vote YES, what’s most important of all is that you vote, period. Here’s why.

When you decide to take action – any action – you are committing to be part of a change. That is a powerful thing. We are experiencing a time in history when there is incredible turmoil – for us professionally, as our industry changes – but also socially and politically with the #MeToo movement, the recent Supreme Court confirmation hearings and the general state of discord in Washington, D.C. It’s a lot to process. I can understand wanting to sit all of this out for a while – it can be overwhelming and quite frankly, depressing. That is why it is so important for you to act.

Every day we have the ability to choose how we view world events. While many things are outside our control to change, what all of us do have is the ability to control how we perceive events and how we feel about them. We can also choose the manner in which we react to and respond to events. When you make a conscious choice to act, there are several positives. You are establishing that you will be part of whatever is taking place – not just watching. When you act, others around you that may have been on the fence about action now have positive encouragement to also act – a multiplier on your decision. And, for future events you now have a outlook of engagement – self confidence and a belief that whatever happens, you will be a part of shaping it – not just passively accepting what comes your way.

Our labor union needs that conscious choice and action. We need that mindset of engagement. There is no way to purchase the strength that engaged members provide. More lawyers and more office staff, while

helpful in some circumstances, cannot replace the need for members to work together in large numbers and collectively agree on action. That action can start with you exercising your right to vote, and encouraging your colleagues to do the same.

I'm not going to try and sell this agreement to you – that would be disrespectful. All I ask is that you read the facts and materials provided – via mail and on the Animation Guild website – and then make up your own mind. But I will say this – just before these negotiations, I did not see that the majority of your colleagues were ready to take any further action than wearing T-shirts as a display of solidarity. The act of wearing union T-shirts in the workplace by itself is a statement – but if there was broad, widespread support for more drastic action, it was not visible to me. There is a time and a place for job actions – they are a vital tool for workers to call on – but that time is not now. And because of that, I urge you to vote to accept this contract, continue working, and continue to build the strength we will need for the future.

This time was different. It was different because of you. Your actions are meaningful and powerful, and when combined with others you can make change happen. Let your voice be heard – whatever your choice, please vote.

Yours in solidarity,

Jason



A NEW PAL (POLITICAL ACTION LEAGUE) WORKING FOR YOU

On June 27, 2018, the U.S. Supreme Court landed a devastating blow to public sector unions and the labor movement through their ruling in the Janus v. AFSCME case. The ruling stated that public employees do not have to pay fees to unions to cover the costs of collective bargaining. The effort to undermine the strength of public sector unions is strategically designed to reduce union membership thereby diminishing the union's power and effectiveness. It achieves this in several ways. Reducing the number of dues-paying members weakens the financial stability of public sector unions, thus inhibiting the union's ability to hire representatives, defend contractual agreements, arbitrate on behalf of its members, and ultimately weakens a union's political and bargaining impact.

While our Local isn't a public sector union and therefore is not directly impacted by the devastating Janus v. ASFCME ruling, it's imperative that we bear in mind a few critical points. An attack on any union is an assault against all organized labor. A blow to our working brothers and sisters ultimately weakens us all, and the ongoing anti-labor strategy has an insidious cumulative effect, designed to create fissures within labor organizations. The objective is to weaken our ability to stand up for ourselves; the Janus v. ASFCME ruling is a testimony to their effectiveness. Anti-union forces exist, they are real, they're actively working to undermine all unions, and they're training their sights on us.

Despite this, there's good news. You have an ally: a new political committee working to provide you with critical information to empower your vote as it relates to future political decisions. PAL (Political Action League) is our Local's political awareness and engagement committee, appointed by the 839 Executive Board to help educate and empower all our members with nonpartisan, labor-specific information highlighting any state and federal legislation and any political candidates who are working against our interests. Just the facts, based on current ballot initiatives and representative's voting records, regardless of their party affiliation will be presented. In the coming weeks, the PAL committee will be providing you with election information affecting labor-related issues that directly impact you and your family. We'll be encouraging all union members to vote, and even if you believe you are currently registered, we

strongly encourage you to take a moment to confirm that you actually are. Many Americans have, for a variety of reasons, discovered they've been purged from voters lists.

During each election cycle, we hear the same story about how "this election is the most important." While there certainly is truth to that, this year the November midterm election provides us with an opportunity to overturn critical seats in the Senate and House of Representatives. Please take a moment to register or double check your registration to ensure you actually are.

IMPORTANT! California's voter registration deadline is October 22!

To register to vote: <https://registertovote.ca.gov/>.

Not sure if you're registered? Check out this link: <https://voterstatus.sos.ca.gov/>.

Need to find your polling place? https://www.sos.ca.gov/elections/polling-place/?utm_source=CANOW+ADVOCACY

Remember, California votes on Tuesday, November 6!

MONDAY THE 22ND IS VOTER REGISTRATION DEADLINE

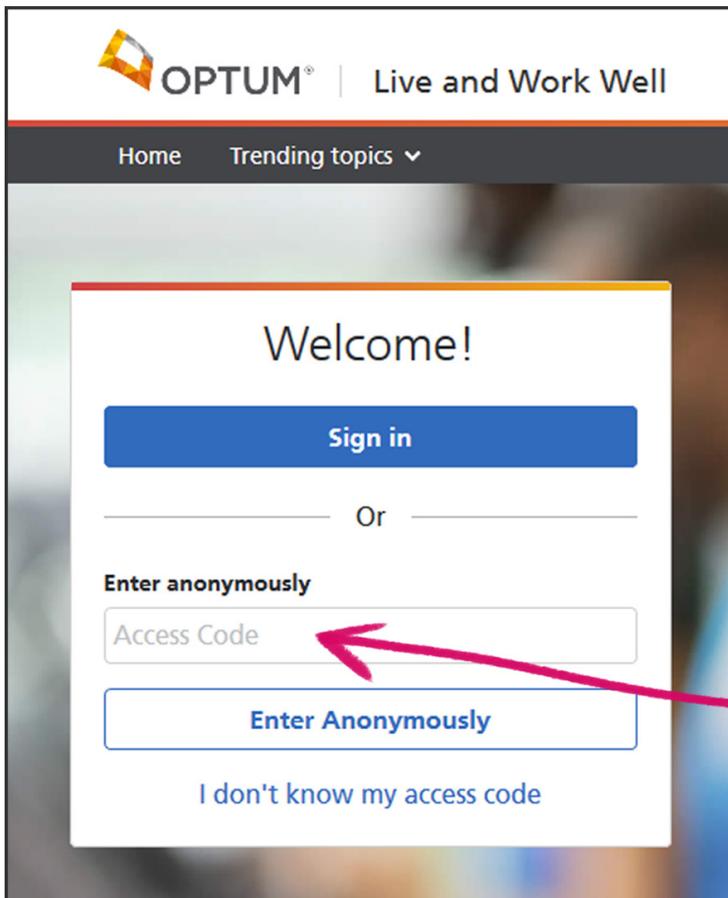


www.registertovote.ca.gov

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



 **OPTUM**[®] | Live and Work Well

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Enter anonymously

Access Code

Enter Anonymously

[I don't know my access code](#)

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MPI Access Code:

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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.

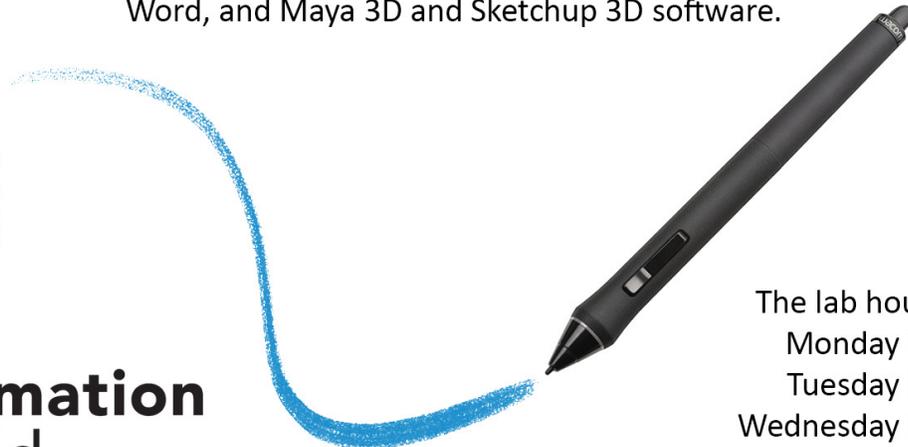
Other software and equipment include:
Adobe Photoshop, Flash, Illustrator; Toon Boom Harmony and Storyboard Pro on Mac and PC Windows platforms.
If you don't see the app you're looking for – just ask!

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, 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.)*

TAG AROUND TOWN... AND IN CANADA!

Ottawa International Animation Festival

The Animation Guild was a proud, first-time sponsor of the illustrious Ottawa International Animation Festival from September 26th through 30th. TAG's Director of Communications and Culture, Brooke Keesling, was present to speak on educational and career panels, and meet with up-and-coming animation talent and current TAG members who were also in attendance. Additionally, TAG sponsored the "Best Animated Student Film" award which went to CalArts student, Amanda Bonaiuto for her film, Hedge.



Breaking the Glass Frame

On the weekend of October 5th, The Animation Guild sponsored the first edition of “Breaking the Glass Frame: Women & Animation- Past, Present, Future” which was held at USC. The weekend was filled with animation screenings, academic papers, presentations, and panels, all centered on the topic of advancing women in the field of animation. The Animation Guild had a table for attendees to visit, and Executive Board member, Ashley Long, moderated a panel entitled, “Breaking Through the Boys’ Club: Strategies for Positive Change in the Industry.”



CTN Expo

CTN Expo 2018 is coming up this November 15th through 18th. If you plan to attend, please visit The Animation Guild at Booth #B022 – we would love to see you! CTNX is offering a discount code to TAG members for 10% off any ticket (except their VIP pass). Just use this code on their website (ctnanimationexpo.com): **TAGX**

SAVE THE DATE!

TAG HOLIDAY MARKET

**FRIDAY, DECEMBER 7TH
6 TO 10PM
AT THE
ANIMATION GUILD**



**ENJOY
A NIGHT OF
HOLIDAY CHEER
AND BUY
HANDMADE GOODS
FROM
OTHER MEMBERS!**

**JEWELRY, HOUSEWARES
CLOTHING, CERAMICS
ART PRINTS, PAPER GOODS
WOOD AND LEATHER WORK
PLUSH TOYS
GIFTABLE FOODS
AND MORE!**

**BUY LOCAL, SHOP SMALL
SUPPORT YOUR FELLOW MEMBERS!**



SAVE THE DATE!

ANNUAL MEMBER PARTY!

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 20TH

6 TO 10 PM

AT CLIFTON'S REPUBLIC

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IN MEMORIAM



Kathi Spencer passed away on May 31, 2018. Kathi worked as a 3D Compositor and Lighting Technical Director at Disney Feature Animation and DreamWorks.

David Wyatt passed away on July 10, 2018. David was a writer who worked at Warner Bros. TV Animation.

Richard Leon passed away on July 22, 2018. Richard worked as an assistant animator, an animator and an Animation/Timing Director at Hanna Barbera, Filmation and Disney TV Animation.

Paulette King Hazlett passed away at the age of 77 on August 12, 2018. Paulette worked as a Storyboard Artist, Assistant Animator and Layout Artist at Lester Osterman Productions, Hanna Barbera, Filmation and Disney TV Animation., and was married for a time to animator Charlie Downs.

Gary Kurtz passed away at the age of 78 on September 23, 2018. Known for producing films such as Star Wars and The Empire Strikes Back, Gary was involved in producing animation Amblimation UK, BBC Animation, including Little Nemo in Slumberland and Finding Jack Frost.

Michael Lyman passed away at the age of 67 on October 6, 2018. He worked as a Timing Director at Disney TV Animation, Sony, Klasky-Csupo, Warner Bros. TV Animation, and Cartoon Network.

Adam Burke passed away on October 7, 2018. Adam worked as an Animator at Pixar, Warner Bros. Animation, Rich, DTV, Blue Sky, and Don Bluth.

A Sure Bet for the Whole Family!



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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

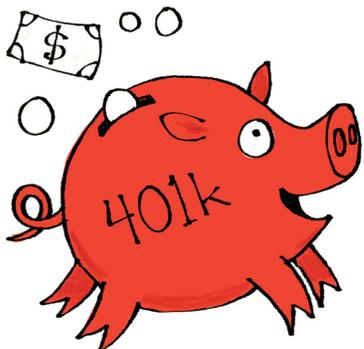
Your Ticket Price Includes: Admission, parking, race program, a great lunch buffet, and lots of fun activities for the whole family.

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For more information please contact:

events@mpf.com or 818-876-1909

Order tickets at MPTF.com/DATR



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Or reactivate your dormant account!

You can e-mail 401k@tag839.org or call 401(k) Administrator Marta Strohl-Rowand at the Guild to find out how: (818) 845-7500.

At Gallery 839 in November



METAL MATRIX

An exhibit of original metal art sculptures
and mandala paintings by

Alissa Solomon



An exhibit of original metal art sculptures
and mandala paintings by

Alissa Solomon

Opening Reception:

Friday, November 2, 2018

6-9:30 p.m.

Show runs through November 30, 2018

(by appointment)

Gallery 839

Animation Guild

1105 N. Hollywood Way

Burbank, CA 91505

For more info: 323-821-5705

alissa@alissasolomon.com

www.metalmatrix.net

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

UPCOMING EVENTS AT THE ANIMATION GUILD

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

November 2nd – Gallery 839 New Show Opening 6-9 pm

November 5th – Union Pride Day!

Wear your TAG T-shirt to work.

November 6th – Election Day: Take the time to VOTE!

November 22nd & 23rd – Contract Holidays: Thanksgiving

November 27th – General Membership Meeting

Pickwick Gardens Conference Center

1001 W. Riverside Dr., Burbank, CA 91506

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



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

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