



ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

Los Angeles, California, November 2018

Vol. 47, Nº 11

MOVING FORWARD



Last month, members of the Animation Guild voted to ratify the 2018-2021 Animation Guild Master Agreement. Out of 3695 eligible voters, there were 1081 valid votes cast: 868 YES votes (80.2%) and 213 NO votes (19.7%). And though a voter turnout of just over 29% seems low, that number represents a 100% increase in member engagement since the last contract ratification.

The new three-year contract with the AMPTP makes significant improvements in coverage of productions made for streaming services, preserves health and pension benefits, and raises wage minimums in each year of the agreement – all substantial gains in key areas identified through surveys and at membership and craft meetings that were held during the year leading up to our August bargaining sessions. By no means did we get everything we wanted or everything we fought hard for. We went into negotiations knowing that New Media was the proverbial hill to die on, and we didn't die. Simply put, it was essential that we make a deal on New Media and the deal we made is a vast improvement on previous agreements – it improves wages and working conditions for a large and growing number of our members.

MOVING FORWARD (*continued on page 3*)

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PEGBOARD SUBSCRIPTION POLICY: Active members automatically receive *The Pegboard* 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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the
animation
guild

IATSE LOCAL 839

MOVING FORWARD (*continued from page 1*)

The agreement just ratified is a good one, but there is still room for improvement in the future. The gains we made in New Media this year represent a hard-fought trade-off for more significant gains in other areas. We did make good progress on other issues important to our members, and we hope to see sustained member engagement so that we can continue to address the economic and cultural problems that were not solved in this agreement. This deal makes it possible for all of us to concentrate our future efforts on other areas of the contract that need to be improved.

That won't be easy, and it can't be done by a just a few self-sacrificing members who are willing to spend time at meetings and take a beating on the members-only Facebook page.

Our union's strength and leverage comes from our members' willingness to engage in union issues, stand up for themselves and other members and take action. Over the last year, there has been an increase in member participation at meetings and other union events. Who doesn't feel at least a small jolt of pride when they see a colleague wearing a TAG T-shirt? Wearing that T-shirt should remind you and your coworkers that we are stronger when we stand together and when we work together toward common goals. And wearing that T-shirt shows those outside our Guild that we are a unified force to be reckoned with.

While wearing a TAG T-shirt shows others that we're part of a larger group, true strength in numbers requires actual pride in our union . . . an understanding of real solidarity and a determination to actively work together as we strive for greater gains and progress for all. By all means, wear your TAG T-shirt on Union Pride days and on any other day in between. But understand that it will take more than T-shirts to create change. Take a moment to read the e-mails you receive from the Guild. Sacrifice a few minutes of your time to complete the surveys that are so important in determining future action and laying the groundwork for the next round of negotiations. Turn your social media post from a complaint or accusation into support for your fellow members or a suggestion for realistic problem solving and a commitment to being part of the solution. And if you're passionate about seeing a specific change take shape at the Animation Guild, then make a personal decision to participate in some significant way to move our union forward. We're on the same team and we all need to do our part.

— *Paula Spence, Pegboard Editor*

FROM THE PRESIDENT

KC JOHNSON

GIVING THANKS

Union President Edition



What a year it's been! Often my thoughts and my To Do list are consumed with what is yet undone, but Thanksgiving always presents the opportunity to pause a moment and take stock of what we have, and express the gratitude that can too often go unsaid.

As President of the Animation Guild, I want to express my deepest appreciation:

Thank you to the Animation Guild's hard-working office staff. Lyn, Marta, Mike, Jupey, Brooke, Ken, Rusteen, and Marie work day in and day out to keep the Guild running seamlessly for over 4400 active members, which is an incredible feat.

Thanks to our AAI instructors! You keep our skills sharp and educate the next generation of TAG members. Thank you for helping us to foster a culture of continuing education.

Thank you to Jason, our Biz Rep and fellow animator, who gives 110% and then some in an unbelievably challenging role. If you're calling his office, it usually isn't for the easy answers. Thank you for the care, concern, thought, and time you have poured into the Guild. I don't think many folks can wrap their heads around all that you do for all of us, and I'm deeply grateful for all of it.

I'm thankful for my fellow Executive Board members. Thank you for raising your hand and saying, "Yes, I will lend my knowledge, expertise, and time to our union." You are a strong, active board, and your participation benefits us all. You do this as a volunteer; there are many other worthy avenues for your talents, but you chose to donate them in service to your peers.

Thank you also to all our committee volunteers! We have more than ever before, which is so exciting. Your passion and enthusiasm is contagious and vital. You enable the Guild to serve our members in new and wonderful capacities.

All of you illustrate what we mean by “We Are the Union.” See a need, step up, and show up. Instead of saying “The union should,” you said “I can.” It makes a tremendous difference and I thank you!

I’m also thankful for our forebears who fought to give us the benefits we enjoy. Pioneers like Art Babbitt and Marc Davis, who endured black-listing so that future animators could earn a fair living, a good quality of life, and a dignified retirement.

Of course, thank you to our members! You are the best in the world, and I’m thankful for this incredible industry that we share. I am continually inspired by your artistry and talent, both from our accomplished, outstanding veterans and our energetic, impressive newbies. Thank you for vocal participation, positive support, and sometimes just for the simple things, like reading this far. Please continue to be engaged with your union!

Most of all, thank you to the spouses, family, and friends who support us when the burdens of our profession get heavy. The hours can be long, the mental load full, and the entertainment industry can be uncertain. You know who you are and we love you.

Wishing you and yours a beautiful, safe Thanksgiving!

In Unity,

KC Johnson

president@tag839.org



FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD

WHAT TO DO IN YOUR FIRST WEEK



Congratulations on starting a new position! You may have switched seasons, switched productions, or started something completely new at a new (or former) employer. How do you start things off on the right foot? What are some important things to remember that can be forgotten in the excitement of your new role?

Here are seven (7) things we recommend when you start somewhere new, take on a new role, or continue a current role on a new season or new production:

1. Update your Address – Do we have your current address, phone number and email address? Let us know! <https://animationguild.org/about-the-guild/change-address/> Have you signed up for the Animation Guild email list? <https://animationguild.org/about-the-guild/email-list/> Keeping your contact info up-to-date is the best way to ensure you get important communication.

2. Check your Paperwork – Please get copies of your deal memo and any start paperwork – use your phone if you have to, take pictures every time you sign something. Find out your occupation code, and check your rate against the minimums in the applicable agreement. Call the Guild with questions – we'd like to help!

3. Ask about Overtime – What is the policy for approving overtime? Who do you need to talk to, email or phone? When should you ask, and what should you do if you can't locate the person you are supposed to get approval from when you look for them? Will they agree to approval of overtime by email?

4. Ask about Sick Time – Getting vacation approved, jury duty etc. – find out from production management or HR who you should call, email or talk to if something unexpected comes up. Get the names and numbers of at least two people and store them in your phone. You’ll be glad you did.

5. Put it in Writing – Remember, if you have a verbal discussion with anyone at work, it’s a great practice to send a follow-up email to all parties – “I’m just confirming what we discussed...”. If it’s something you might want to have a record of later, either bcc: a personal email address or send it to your own personal email at a later time. Don’t rely on having access to your employer’s computer system!

6. Network – Try to meet two new people in your first week. Make an effort to introduce yourself – your connections are the key to turning gigs into a career. Invite people to coffee or lunch – get connected at your workplace. Get to know as many people on your production as you can. If you’re somewhere with multiple shows, floors or buildings, make an effort to meet other people that aren’t on your show. Many studios have online directories that will let you look up other people by name – ask someone in production management if there’s a resource where you are working.

7. Save for Retirement – Are you enrolled in the TAG 401(k) Plan? You can start or restart contributions – it’s always a good time to be saving money. Use this Easy Enrollment form to get started: <https://animationguild.org/wp-content/uploads/2018/10/Easy-Enroll-active-fields.pdf> or email us at 401k@tag839.org to ask questions or re-start your 401(k) contributions. If you’re already enrolled, please use this Enrollment/Change form to re-start your 401(k) contributions: <https://animationguild.org/wp-content/uploads/2018/10/Enroll-Change-active-fields.pdf>.

The first week in a new role is exciting – and it’s an opportunity to add some new good habits. At the union office, we wish you success, and we hope these seven tips may help.

Yours in solidarity,

Jason

A VISIT FROM CONGRESSMAN ADAM SCHIFF

On October 25th, members of the Hollywood locals were treated to a rare and informative opportunity with Congressman Adam Schiff (U.S. House of Representatives, 28th District). Despite his demanding reelection schedule, Congressman Schiff set aside time to spend with our members as a sign of solidarity for our industry and his support of labor unions, which for years have been under considerable attack, and to discuss how our labor interests are being affected within Washington's political circles. Congressman Schiff is a reliable friend, having stood by our side on important legislative issues that significantly helped strengthen our unions and directly contributed to bringing work back to and maintaining entertainment jobs in California.

Congressman Schiff addressed the current anti-union activity aimed at restricting and undermining the foundation of labor organizations, including the recent Supreme Court ruling on *Janus v. AFSCME* in which public sector unions lost considerable leverage and bargaining power. He discussed the devastating effects that Wisconsin labor unions suffered under Governor Scott Walker's attacks, which are backed by anti-labor forces and big money interests, and the lasting negative effects that their unions have had to endure as a direct result of those attacks. Today, Wisconsin unions are representationally weaker and will be at a significant disadvantage entering into future negotiations. Make no mistake, the war against public unions is not just happenstance, rather it is a strategic, calculated effort to obliterate the power of organized labor.

Congressman Schiff acknowledged at length his concerns with regard to the deep and bitter partisan divides that are wreaking havoc and paralyzing our communities and our grand republic, yet in the end, his message was one of optimism and hope, with the reassurance and belief that we have the power to reverse any tides that work against us. Through political awareness and engagement, and through participating in our election processes, we can all make a positive difference in helping to secure a future that embraces the vision we wish for ourselves, our children, our families, and our collective futures. Exercising our constitutional right to vote, as seen so powerfully during this recent midterm

election, has measurable consequences and is a sure way we can enact the change we seek.

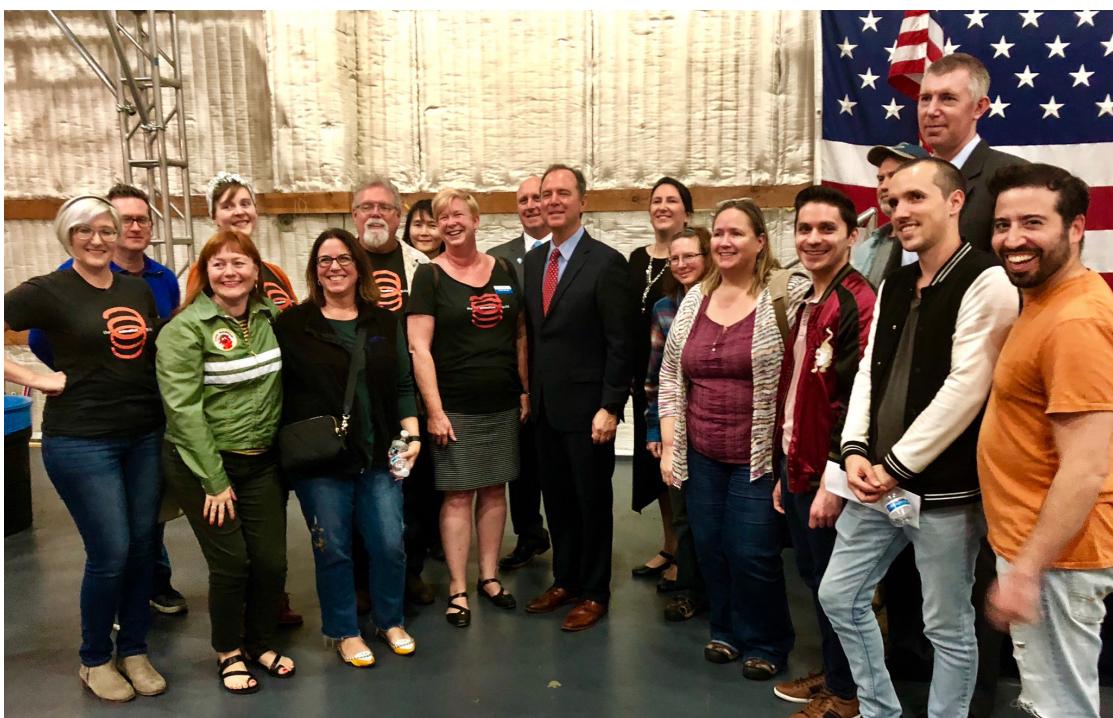
In the future, your Local 839 Political Action League (PAL) committee will be working to bring more high profile, pro-labor representatives before us in similar town hall meetings. We strongly encourage your presence and participation in these important and informative events. They present an excellent opportunity for you to meet California representatives, directly address your questions and concerns to them, and engage with your fellow brothers and sisters on issues that impact you and your family.

In closing, I'd like to express a debt of gratitude to Kathy Garmezy from the California IATSE Council; IA Vice President and Business Manager Thom Davis and Local 80 for the generous use of their facility; Barbara Dourmashkin-Case for her part in encouraging Congressman Schiff to attend; our Business Rep. Jason MacLeod for his assistance and steadfast encouragement in helping pull this event together; and our President KC Johnson; Recording Secretary Paula Spence; Director of Communications and Culture, Brooke Keesling; and PAL Committee Member Hayley Foster for their support and assistance.

In Solidarity,

Robert St. Pierre

Local 839 Sergeant at Arms, Chair – Local 839 PAL



MUSIC IN MOTION

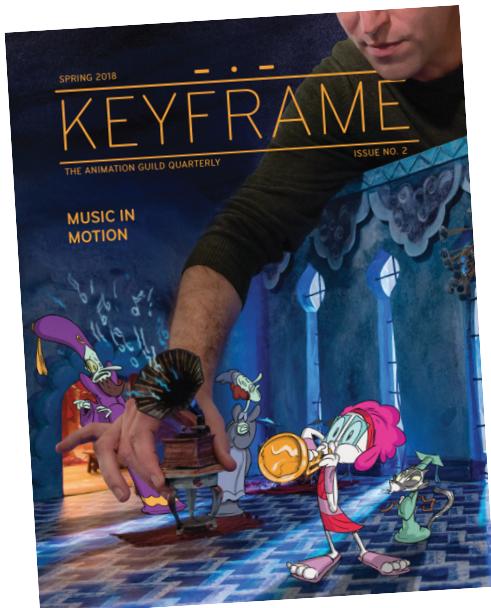
In our Spring/Summer issue of Keyframe, we featured Cosmo Segurson and his new short film, *The Prince and Mr. Whiskers*, a 2D/stop motion hybrid for Nickelodeon. At the time, Segurson was in the middle of production on the short that was inspired by his love of music.

"It was an idea that I had been formulating for a while about characters that interact musically without dialogue," says Segurson, whose father is a jazz musician.

Set in an Arabian nights setting, the story follows a King who is concerned about his son's musical influences. In an effort to regain control over the Prince, he hires Mr. Whiskers, the best classical music teacher in all the land and a battle ensues.

Segurson wanted to include a fantasy sequence that went beyond physical space and, drawing upon his stop motion experience, he decided to create a "real world" using physical environments, which he and a team hand built.

The short is finally finished; and members will have an opportunity to attend a presentation and screening of the film at Nickelodeon on Nov. 29th. Keep an eye out for the invitation!



FRIENDS AND FAMILY PLAY DATE IN THE PARK

On Sunday, October 28, 2018, the Guild sponsored the Family Leave Subcommittee's *Friends & Family Play Date in the Park*. A total of 73 people (and one doggy) came together at Johnny Carson Park in Burbank to decorate pumpkins, craft candy corn pennant flags, and enjoy snacks, beverages and a bit of family playground time!



Animation Guild 401(k) Plan Update

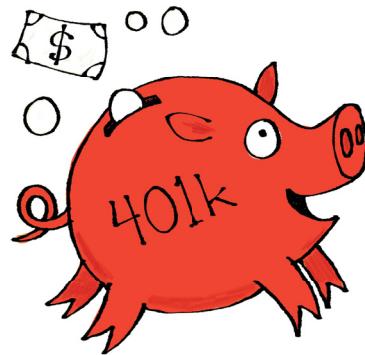
401(k) contribution limits are going up in 2019!

Next year you can put away up to \$19,000, and members who will be 50 or older in 2019 can contribute an additional \$6000.

Sign up for the Animation Guild 401(k) Plan and start saving for your retirement . . . or reactivate your dormant account!

If you're actively contributing now, consider increasing the amount you put away. A small sacrifice now can pay off in the future!

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



Reminder: Dues increase in 2019

All dues rates will increase by \$7 for 2019.

This is the third year of the four year phase-in of the increase approved by members in 2016.

Please look for the updated amount on your December dues bill, and update any scheduled payments you may have in place.

Questions? Call the union office at 818-845-7500.

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.

If you are not receiving e-mail from the Guild, or are not sure if we have your e-mail address, please send an e-mail from a non-work email account to:

membership@tag839.org

Once you've updated your contact e-mail address, you can sign up to receive invitations to parties, mixers, screenings and other events, job listings, new shows at Gallery 839, and free or reduced-cost training.



Sign up for our mailing list at
<https://animationguild.org/about-the-guild/email-list/>

Please include your full name in the message. Even if you don't sign up for additional e-mails at the link above, it's important that we have a personal, non-work e-mail address in order to send occasional essential messages to keep you informed. Thanks!

IT'S EASY TO BE GREEN!

Do you REALLY want a paper version of the Pegboard? Send an e-mail to membership@tag839.org and let us know you'd rather save a tree and read the Pegboard online. All the latest issues are archived on the website – animationguild.org – and they're in color!

We want your e-mail address because sending e-mails instead of paper mail helps us cut down on our use of paper. Drop us a line at membership@tag839.org. to update your e-mail and mailing addresses and your phone number!

The Animation Guild

Holiday Market

buy local • shop small • support artists



**Join us for an evening of
holiday cheer and
purchase handmade
goods from your fellow
TAG members!**

Friday, December 7

6 - 10pm • Hulett Hall

Crafts include:

Jewelry • Housewares • Clothing
Ceramics • Art Prints • Paper Goods
Plush Toys • Giftable Foods

Light refreshments will be provided.



the **animation** guild

1105 N. Hollywood Way
Burbank, CA 91505

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



648 S. BROADWAY
LOS ANGELES CA 90014
(213) 627-1673
WWWCLIFTONSLA.COM

TAG VOLUNTEERING

Golden Awards: Calling All Volunteers!

The Guild office is beginning to plan for the 2019 Golden Awards. Could you help reach out to members, or volunteer to help produce and organize this event?

Please send an email to membership@tag839.org to let us know you're ready to pitch in!

Help us honor those who have given 50 plus years service to the craft.



Get Out The Vote Campaign Volunteering

On Sunday, November 4th, Local 839 members joined their colleagues from several other IA Locals to volunteer time at a phone bank dedicated to calling members in the 25th US Congressional District. This was one part of a Get Out The Vote campaign organized by the California IATSE Council – other members went door to door in the 25th District to urge members to vote for the labor-friendly candidate for Congress.



IN MEMORIAM

Comic Book artist **Russ Heath** passed away on August 23, 2018 at the age of 91. He won multiple awards over his 60-plus year career, including the National Cartoonists Society's Milton Caniff Award and the Will Eisner Comic Book Hall of Fame. His 1962 work on DC's *All-American Men of War* No. 89 provided the source material for some of pop artist Roy Lichtenstein's paintings.

Jacques Muller passed away on November 4, 2018 at the age of 62. He worked as an Animator at Walt Disney Feature Animation, Sullivan-Bluth, Richard Rich, Amblimation, ILM, Warner Brothers Feature Animation and Universal.



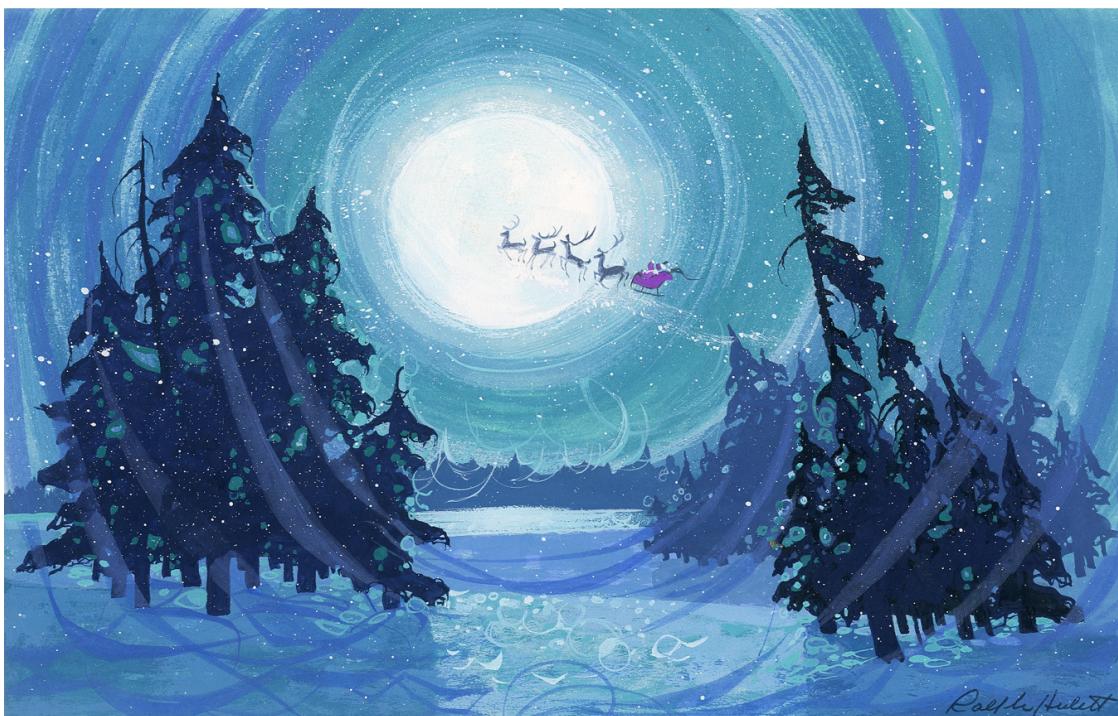
DECEMBER AT GALLERY 839

RALPH HULETT CHRISTMAS CARDS



OPENS FRIDAY, DECEMBER 7TH, 6 TO 9 PM

REGULAR GALLERY HOURS:
MONDAY THROUGH FRIDAY 8:30AM TO 5 PM



UPCOMING EVENTS AT THE ANIMATION GUILD

November 22nd & 23rd – Contract Holidays: Thanksgiving

November 27th – General Membership Meeting

The Animation Guild – Hulett Hall

1105 N. Hollywood Way, Burbank CA 91505

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

December 3rd – Union Pride Day!

Wear your TAG T-shirt to work.

December 7th – Gallery 839 New Show Opening 6-9 pm

December 7th – The Animation Guild Holiday Market

The Animation Guild – Hulett Hall

1105 N. Hollywood Way, Burbank CA 91505

6 to 10 pm

December 24th – Union Office CLOSED: Staff Holiday

December 25th – Contract Holiday: Christmas Day

December 31st – Union Office CLOSED: Staff Holiday



VOICE YOUR OPINION!

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