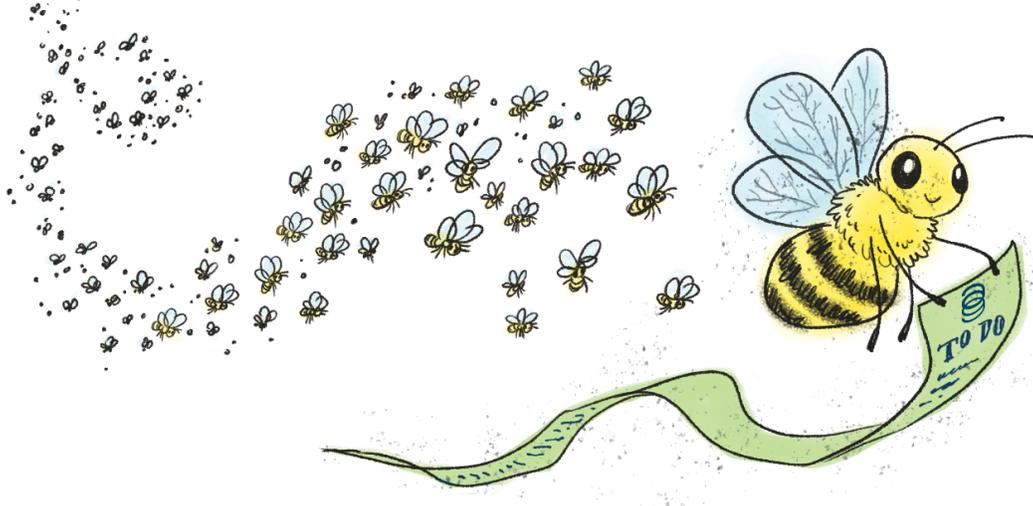




ARE YOU READY?



Hello, Pegboard readers, and welcome to 2019! Are you ready for it? There were times when I thought 2018 would never end, but when I look back it all seems like a blur. I had three overlapping jobs at the same studio and still managed to squeeze in a little freelance and volunteer work, throw together 12 issues of The Pegboard, wear my TAG T-shirt to work, write an article for the fabulous new Keyframe magazine, attend the IA's District 2 Convention in Las Vegas with a great crew of Delegates from Local 839, vote in the California Primary Elections, get sunburned and seasick in Bali, fight – along with 19 of your ass-kickingest fellow members, one IATSE VP and the world's best labor lawyer – for a new Master Agreement, attend a General Membership Meeting with over 400 members in attendance, go to lunch with lots of people to discuss the agreement, vote YES to ratify the agreement, have a drink when the agreement was ratified and wage increases went into effect retroactively, vote in the US Midterm Elections, quietly turn 50 and – my proudest accomplishment – manage to stay away from social media. I'm ready for 2019!

All kidding aside, I know I'm not the only one who stayed busy last year. Several of those District 2 Delegates became Shop Stewards and you've probably seen them helping members in your workplace. Every

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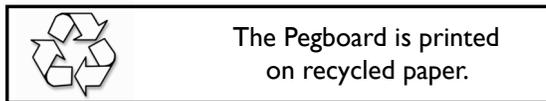
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Publications of *bona fide* labor organizations may reprint articles from this newsletter so long as attribution is given. You can stop by the Animation Guild office weekdays between 8:30 am and 5 pm and pick up current or recent back copies of *The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

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.



IATSE LOCAL 839

member of the Negotiations Committee attended many, many meetings over the course of a year to train and plan and strategize, then faced off with the AMPTP for five long days to hammer out a beneficial new contract. And you know what? Some of those dedicated nuts are at it again right now as they bargain for new agreements with Nickelodeon and Disney (TSL) – collective bargaining efforts literally never end.

So what do you say . . . are you ready for 2019? There's always more work to be done and in a labor union it's the members who have to do it. We have four contracts to negotiate this year: Nickelodeon, Disney/TSL, Warner Bros. and Sony. If you work under one of these contracts, you can get involved and make a difference. There's another District 2 Convention in June. Come to the General Membership Meetings if you're interested in being a delegate; nominations take place in March. Wear your TAG T-shirt to work on TAG Tuesdays – the last Tuesday of the month. And get ready for Local 839 elections in the fall: nominations at the September GMM, voting in November. We will be electing the Animation Guild's leaders: 11 Executive Board members, Sgt-At-Arms, Recording Secretary, Vice President, President and Business Representative. Somebody's got to do it . . . why not you?

– *Paula Spence, Pegboard Editor*



**FROM THE EXECUTIVE BOARD
JEANETTE MORENO KING**

**A LOVE/HATE/LOVE
RELATIONSHIP
WITH FACEBOOK**



In 2013, storyboard artist and director David Gemmill created a private Facebook group to discuss union matters and work conditions in an environment free from the eyes of producers. It was a much needed forum for members to engage with each other, providing an opportunity to discuss grievances, learn about our contracts, and exchange ideas and job strategies.

At the time, I was becoming more active in the Guild, attending membership meetings and was appointed as a Shop Steward, but I was unaware of the Facebook group. Gemmill was also attending most membership meetings and I could see his frustration with Guild leadership. When I joined the Executive Board in 2015, I proposed building an online presence for the Guild. Membership was growing and that first initiation fee bill wasn't exactly a pleasant invitation to engage new members and entice them to attend membership meetings. Back then the E-Board didn't see the value of an online presence and we just didn't have the resources to manage it. Our five-person staff was doing all they could to service the growing membership; dabbling in social media seemed frivolous in comparison. When I learned about Gemmill's FB group, I was happy someone had taken the initiative and it was a thrill to connect with our brothers and sisters in casual conversation, where members could support each other in difficult situations, laugh at funny observations, and just generally get to know each other.

After Jason MacLeod took office as Business Representative in late 2016, the E-Board reactivated the committee system, enabling members to get directly involved with union business. In order to broaden communication options, we took our first baby steps into social media by creating official Twitter and Instagram accounts to go with our public TAG Facebook page. Members were encouraged to join Gemmill's internet-private Facebook group, where they could have open discussions about union topics and concerns. The Guild assists with the page by verifying TAG membership but they do not moderate posts or direct the discussion. Even now that we have a larger staff, it's beyond our bandwidth to maintain an official online presence to monitor social media at all times.

The private FB group has grown to 2,530 members – that's a lot, though not all are active members who are working in the industry and eligible to vote. If you count active, dues paying members, new members in the process of joining, retirees, honorable withdrawals, suspended members, and those who have voluntarily left the industry, our membership numbers over 10,000 – 4,500 of

those are active or new. Many of the members in leadership positions at the Guild play an active part on the private FB page, and although we do our best as volunteers, we're also full time workers with families and none of us can keep up with everything that's going on in the FB group.

As contract negotiations neared, activity on the FB page increased and there was a tonal shift. Discussions became heated and personal. False information and unfounded assumptions – with a light sprinkling of character assassination – spread like wildfire. The page started to mirror the national political discussions you see all over social media these days. I grew to hate visiting a place that was once a refuge. Not getting sucked up into the fray took a lot of energy – energy I needed for my family and my job. People started telling me they had hidden the FB group feed just to maintain respect for their fellow members and to hang on to a bit of sanity. It was distressing.

Now that negotiations are over and our Basic Agreement ratified, the level of animosity on the page is back down to an almost-normal level. Engagement has changed, though, as a majority of the group don't take part in the conversations. Are they merely lurking and watching from a safe distance? How many are silent because they've hidden the group to avoid the strife?

One benefit of the FB forum is that it forces us to hone arguments and defend our beliefs. Personally, I am fine with the bickering between members as long as it stays civil and doesn't turn into personal attacks or trolling. As a union, we need to be tough and heated discussions can make us stronger. Even if you don't jump into the fray yourself, hopefully reading the discourse encourages you to assess your own thoughts and dig a little deeper for facts to support your position. You can find out more by exploring our online resources, visiting the Guild office, reaching out in person, by phone or e-mail to your union representatives.

It's hard to know the concerns of the Guild in general by just reading the private FB page. With a quarter of our total membership in the group but only a fraction of those actively posting, the page is not a reliable gauge of overall member opinion, attitude or satisfaction. Many members don't use social media at all. On the E-Board, we can see that our union culture is changing for the better. Meeting attendance is the highest it's ever been. Members show union pride in the workplace, and they're educating themselves on their rights as employees and pushing back on abuses in the workplace.

I love the FB page Gemmill created because members are talking to one another. I hate it because it seems to channel frustration and anger into less-than-productive endeavors. But then I get back to loving it when it forces me to defend my position and dig deep into why I care about our union. I get it – it's not for everyone. But I do believe it's a good place to get a variety of perspectives outside of your specific craft. I don't think it's as successful as a tool for change. If you want real change in our industry and our union, you need to show up – in person. Meet your brothers and sisters – in person. Present your argument or suggestion or proposal or grievance – in person. Personal contact is how you move your fellow members to your position and soon the change will happen.

**FROM THE BUSINESS REPRESENTATIVE
JASON MACLEOD**



**CALIFORNIA
LEGISLATION**

What's New in 2019

California is one of the most worker-friendly states in the country. Every year, the California Assembly and Senate work on new legislation which may be signed into law by the governor. The following is a round-up of some new labor-related laws that went into effect January 1, 2019 that may affect Animation Guild members. Abbreviations used are AB (Assembly Bill) and SB (Senate Bill). Read more about CA's legislative process here: http://www.legislature.ca.gov/the_state_legislature.html.

Remember, what is won at the bargaining table can be taken away at the ballot box if workers don't vote. Participation in the political process is just as important as participation in union activities. Register to vote, encourage your colleagues to do the same, and exercise your right to vote – you can make a difference!

All listed legislation is effective January 1, 2019 unless otherwise noted. And, what's written below are summaries, not the actual laws. If you feel that one or more of these new laws relate to an issue you are experiencing in the workplace, please give the Guild office a call at 818-845-7500 so we can discuss specifics in confidence. We're here to help.

AB 1976 – Lactation Accommodation

CA Employers are required to make reasonable efforts to provide an employee who wishes to express breast milk with the use of a room or other location, other than a bathroom, in close proximity to the employee's work area for the employee to express milk in private for the employee's child. Employers are also required to provide such employees a reasonable amount of break time.

Reference: Section 1031 of the CA Labor Code.

AB 3109 – Contracts: Waiver Of Right of Petition Or Free Speech

Makes any provision in a contract or settlement agreement which waives a party's right to testify concerning alleged criminal conduct or sexual harassment in an administrative, legislative or judicial proceeding void and unenforceable.

Reference: Section 1670.11 of the CA Civil Code (new).

<https://www.jacksonlewis.com/publication/california-restricts-confidentiality-provisions-concerning-information-related-sexual-harassment>

SB 224 – Personal Rights: Civil Liability and Enforcement

By this legislation, the CA Department of Fair Employment and Housing (DFEH) is made responsible for enforcing sexual harassment claims. It is made an unlawful practice to deny or aid, incite or conspire in the denial of rights of persons related to sexual harassment actions.

Reference: Section 51.9 of the CA Civil Code and Sections 12930 and 12948 of the CA Government Code.

SB 820 – Settlement Agreements, Confidentiality

Employers may not require, as a provision of a settlement agreement entered into on or after January 1, 2019, the prevention of disclosure of information related to a variety of sexual assault and/or harassment claims. Individuals may request provisions that shield their identity.

Reference: Section 1001 of the CA Code of Civil Procedure (new).

SB 1252 – Wages: Records: Inspection and Copying

This bill requires that CA employers provide employees the right to receive a copy of employment records and not just the right to “inspect or copy records” as provided by CA Labor Code Section 226.

Reference: Section 226 of the CA Labor Code.

SB 1300 – Unlawful Employment Practices: Discrimination And Harassment

Among other things, this bill prohibits employers from requiring employees to surrender or waive certain rights in exchange for a bonus or raise.

Reference: Sections 12940 and 12965 of the CA Government Code, adds Sections 12923, 12950.2 and 12964.5 to the CA Government Code.

SB 1343 – Sexual Harassment Prevention Training: Requirements (Effective January 1, 2020)

This new law requires employers with five or more employees, including seasonal and temporary employees, to provide at least two hours of sexual harassment prevention training to all supervisors and at least one hour of sexual harassment prevention training to all non-supervisory employees by January 1, 2020 and continue to provide training every two years thereafter.

Reference: Sections 12950 and 12950.1 of the CA Government Code.

SB 1412 – Applicants for Employment: Criminal History

Current law prohibits employers from asking an applicant for employment to disclose information regarding certain criminal court matters. This bill permits employers to ask about certain types of matters in specific instances - such as when the role an individual is applying for meets certain conditions - such as a role that would carry a firearm.

Reference: Section 432.7 of the CA Labor Code.

Working people in unions make improvements in 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? Contact TAG Sgt-At-Arms Robert St. Pierre to find out more about TAG’s Political Action Group - e-mail robert.st.pierre@tag839.org to get more information!

Yours in solidarity,

Jason

Congratulations to TAG Member Andrea Yomtob!

Andrea’s show – Neo-Magical Realism: Oil & Wax – is on display at Gallery 839 during the month of January. She and her artwork were featured in the LA Times/Burbank Leader.

<https://www.latimes.com/socal/burbank-leader/entertainment/tn-blr-me-society-20190107-story.html>

Check out the article and if you haven’t done so yet, visit Gallery 839 at the Animation Guild and see Andrea’s artwork up close!

LUNCH AND LEARN!

**UNDERSTANDING
YOUR CREDIT SCORE**

Presented by
First Entertainment Credit Union

January 23rd from noon to 2:00 pm
The Animation Guild, Hulett Hall

RSVP today to reserve your spot!
RSVP@tag839.org

Lunch will be provided.



The Animation Guild Congratulates Our Members On Their Annie Award Nominations!

Individual Achievement Nominees

Sung Jin Ahn	Aaron Hammersley	Phil Lord	Bob Persichetti	Justin K. Thompson
James Baxter	Mikey Heller	Michael Losure	Alonso Ramirez Ramos	Alex Timchenko
Dominic Bisignano	Michael Herrera	Justin Martin	Peter Ramsey	Marie Tollec
Rodrigo Blaas	Amy Higgins	Joseph Martinez	Michelle Rhee	Jeff Trammell
Trey Buongiorno	Aaron Horvath	Shauna McGarry	Pamela Ribon	Eddie Trigueros
Matt Burnett	Chyuan Huang	Chris Mitchell	Bobby Alcid Rubio	Jeff Turley
Antonio Canobbio	John Infantino	Alexander Moaveni	Rachel Ruderman	Chris Turnham
Richard Chang	Michael Jelenic	Kevin Molina-Ortiz	Chris Sauve	Cesar Velazquez
Howard Chen	Phil Johnston	Keiko Murayama	Stephanie Simpson	Vitor Vilela
Sandro Cleuzo	Amanda Jolly	Ovi Nedelcu	Glenn Slater	Bobby Walker
Ian J. Coony	Dean Kelly	Daron Nefcy	Crystal Yoori Son	Patrick Witting
Sabrina Cotugno	Shiyoon Kim	Richard Oey	Aaron Spurgeon	Scott Wills
Peter DeMund	Karey Kirkpatrick	Silvia Olivas	Genndy Tartakovsky	James Woods
Tiffany Ford	Jasmin Lai	K.C. Ong	Ami Thompson	Louie Zong
Craig Gerber	SangYup Lee	Will Patrick	DanBob Thompson	
Zach Glynn	Ben Levin			

Nominated Union Productions

Ben 10

Big Hero 6: The Series

Big Mouth

Bob's Burgers

Craig of the Creek

Dinotrux: Supercharged

Disney Mickey Mouse

Dr. Seuss' The Grinch

DreamWorks Theatre Presents Kung Fu Panda

Elena of Avalor

Hotel Transylvania 3: Summer Vacation

Kung Fu Panda:

The Paws of Destiny

Little Big Awesome

Niko and the Sword of Light

Pete the Cat

Puppy Dog Pals

Ralph Breaks the Internet

Rapunzel's Tangled Adventure

Rise of the Teenage Mutant Ninja Turtles

Skylanders Academy

Smallfoot

Spider-Man: Into the Spider-Verse

SpongeBob SquarePants

Star vs. The Forces of Evil

Tales of Arcadia: 3Below

Tales of Arcadia: Trollhunters

Tangled: The Series

Teen Titans Go! to the Movies

The Adventures of Rocky and Bullwinkle

The Epic Tales of Captain Underpants

Unikitty

We Bare Bears

Juried Award Recipients

Frank Braxton

Winsor McCay Award

Adam Burke

June Foray Award



the
animation
guild



NEW YEAR NEW BENEFITS

MEDICAL AND VISION BENEFIT CHANGES FOR PARTICIPANTS

Please note the following changes for those participants who receive benefits through the Motion Picture Industry Health Plan (MPIHP):

EFFECTIVE JANUARY 1, 2019

- ◆ The lifetime restriction on Chantix (varenicline) is no longer in effect, no longer in effect, and the generic formulation of Zyban (bupropion) is covered without restriction.
- ◆ For those enrolled in Anthem Blue Cross PPO, the Urolift procedure will be covered according to the American Urology Association.
- ◆ For those enrolled in VSP, in lieu of glasses, participants and dependents will be able to receive new contact lenses once every 12 months (i.e., each calendar year) instead of once every 24 months.

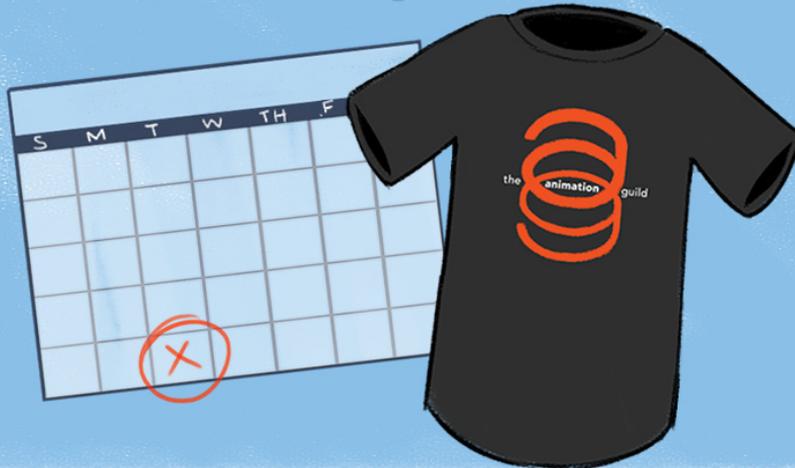
HOLIDAY MARKET CHEER!





It's official!

Union Pride T-Shirt Day is now called **TAG Tuesday** and will take place the **last Tuesday** of every month!



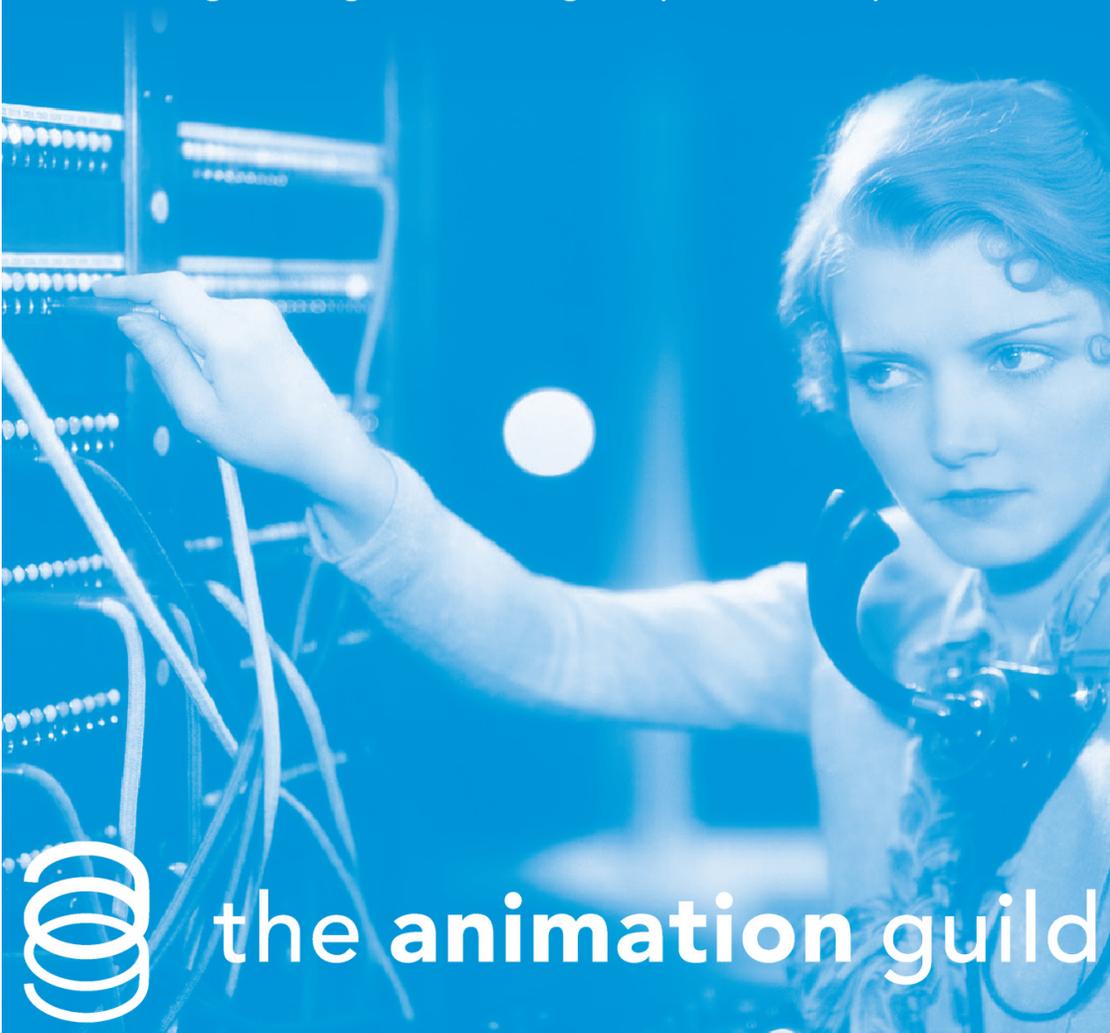
TELL US YOUR PREFERENCES

Read Keyframe and The Pegboard online!

Would you prefer to read
Animation Guild publications online,
rather than having them mailed to you?

Are you in a household with more than one member,
but only want one copy of publications mailed?

You can tell us in under a minute by visiting:
animationguild.org/about-the-guild/publication-preferences/



the animation guild

GOLDEN AWARDS

CALL FOR VOLUNTEERS

Over the past year and a half, Pegboard readers may have read or heard about the Golden Awards, an event staged to honor Animation Guild members who have served 50 years in the animation industry. Many luminaries of the craft have been given the award in years gone by, but it has been over a decade since the last ceremony was held.

The Golden Awards have not been presented in recent years simply because the outreach, research, organization and planning required to hold an awards banquet of this magnitude is more than our very small but dedicated office staff can take on alone. While we spend much of our time at the Guild looking forward and planning for a successful future – we’ll be hiring staff to provide more service to members, we’re updating our member database, and we’re always planning for future negotiations – we would also like to look back and honor our hard-working and longest-serving members by resurrecting the Golden Awards. In order to do that, we need to secure the commitment of a dedicated team of volunteers to help make it happen.

Are you interested in playing a part?
We really need you to make this happen!

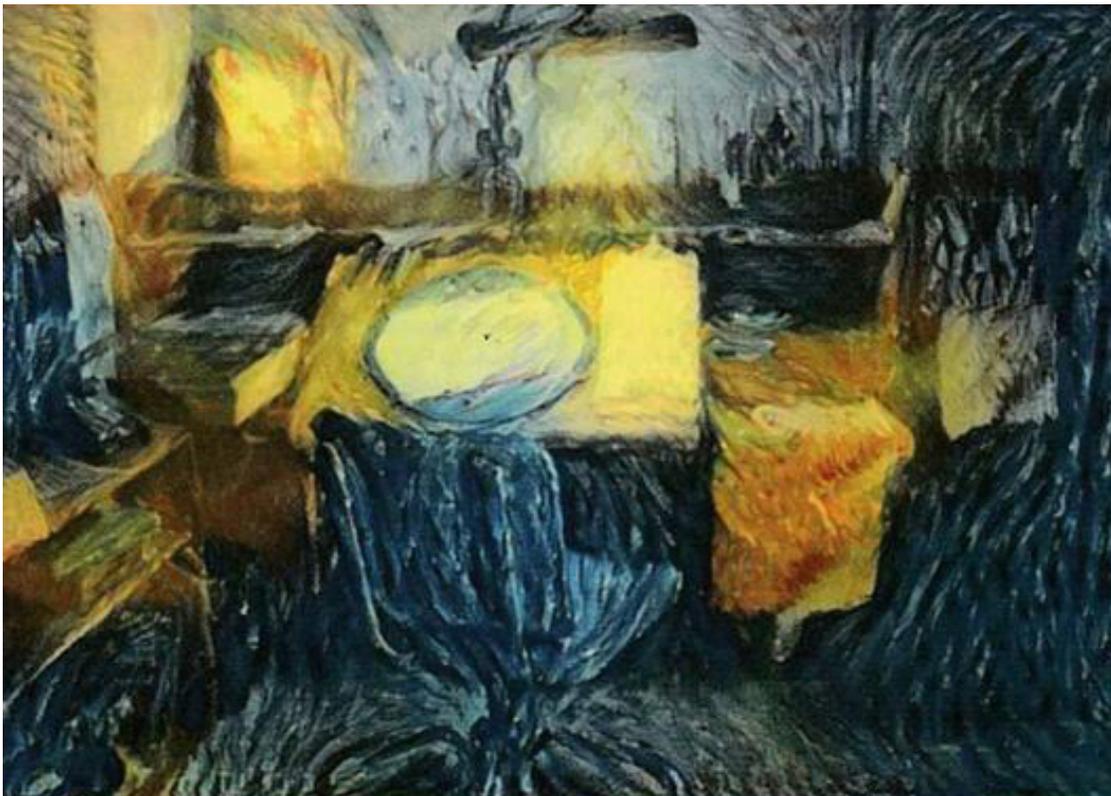
To volunteer your time to make a future awards presentation possible, please call the Guild office at (818) 845-7500 or e-mail membership@tag839.org.



HONORING OUR OWN AT AN AFTERNOON OF REMEMBRANCE

From noon to 4 p.m. on February 9, 2019, the Animation Guild will host an Afternoon of Remembrance to honor our members and others with a connection to the animation industry who have passed away in the last year. The event is organized by former Guild President and animation historian Tom Sito – who will also serve as emcee – and a team of dedicated volunteers. Every year the organizing team makes a great effort to contact family and friends of those being remembered, and many of those loved ones attend the event to memorialize the dearly departed.

Please save the date and join friends and family as they come together to tell stories of coworkers and mentors, parents and grandparents, artists, technician, writers, and voice talents. In the past, those fortunate enough to have a personal connection to the great luminaries of the animation community have shared their experiences and made the rest of us laugh, cry and remember. Thank you to Tom and the rest of the volunteers who are taking the time to reach out to family and friends, write memorials, create visuals, and record the event. Please join us on at noon on February 9th – light refreshments will be served starting at noon.



IN MEMORIAM

Stephen Sustarsic passed away on October 27, 2018. He co-created “The Wild Thornberrys” and worked as a writer and producer on many animated and live action TV series over his career, including *Lucky*, *Xiaolin Showdown* and *The New Adventures of Winnie the Pooh*, *Dilbert*, *Bump in the Night* and *The Adventures of Mighty Max*. Friends will remember him as a loving and generous friend with a free spirit and brilliant sense of humor.

Don Lusk passed away on December 30, 2018 at the age of 105. He was a prolific animator and is known for his work on *Pinocchio*, *Fantasia* and many other classic films during the Golden Age at Disney. After nearly 30 years at Disney, he moved on to Bill Melendez Productions and animated on ten Charlie Brown specials in the 1970s. Later on, he moved to Hanna Barbera and directed on *The Smurfs*, *Challenge of the GoBots*, *Pound Puppies*, *The Addams Family* animated series and a *Jetsons-Flintstones* TV movie and retired at age 80 after a 60 year career in animation.



MEMORY COLLAPSE



THE WORKS OF JUSTIN CICHON & IAN MARK STEWART

FEBRUARY 1ST - FEBRUARY 28TH

OPENING RECEPTION: FRIDAY FEBRUARY 1 6-9 PM

GALLERY 839 1105 N HOLLYWOOD WAY, BURBANK, CA
91505

"THEIR PAINTINGS ARE SO DOPE, IT WILL MELT YOUR
MIND."

~CARAVAGGIO~



UPCOMING EVENTS AT THE ANIMATION GUILD

- January 20th** – Animation Guild Member Party
Clifton’s Republic (Pre-purchased tickets required)
- January 21st** – Contract Holiday: MLK Day
(ONLY at DreamWorks, Nickelodeon, Rough Draft)
- January 29th** – TAG Tuesday!
Wear your TAG T-shirt to work.
- January 29th** – General Membership Meeting
(Refreshments at 6:30, meeting starts at 7 pm)
- February 1st** – Gallery 839 New Show Opening 6-9 pm
- February 9th** – Afternoon of Remembrance – Hulett Hall
Refreshments and Memorials – Noon to 4 pm
- February 18th** – Contract Holiday: Presidents Day
- February 19th** – AAI Spring 2019 Semester Starts
- February 26th** – TAG Tuesday!
Wear your TAG T-shirt to work.



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

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