



THE PEGBOARD



ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

Los Angeles, California, April 2019

Vol. 48, No. 4

COMING TOGETHER



Since the last Guild elections in 2016, leadership and staff at TAG have made a concerted effort to modernize operations at the office, improve communication and education, raise our Local's profile in the entertainment industry and within the labor community, and focus more attention on the union's primary purpose: collective bargaining with industry employers. We've also seen an increase in attendance at General Membership Meetings and in member engagement overall. What's driving that? Lots of things: economic and political climates across the country and around the world, growing awareness about workers' rights issues and a broadening understanding that we're all stronger when we come together, have conversations and support each other.

Communication between members has become easier through social media channels, and though participants know that conversations can get heated at times the thing to remember is that important topics are being discussed and awareness is spreading. Members intrigued by the issues

COMING TOGETHER (*continued on page 3*)

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IATSE LOCAL 839

COMING TOGETHER (*continued from page 1*)

want to find out more, and they're coming together like never before to ask questions, share opinions and find creative ways to disseminate the information we all need.

A lot of this is happening at meetings of animation craft-based groups. Some craft committees formed during the planning for 2018 contract negotiations, and they made a real impact at collective bargaining sessions with the AMPTP. Since then, more groups have come together to have their voices heard. They are advocating for themselves and others in their workplaces. They are creating animated videos, comics and podcasts to educate all members on their benefits and how the union works. And in the process, they are learning – in fact, we are ALL learning – that THIS is how to build a better, stronger labor union.

At the last General Membership Meeting, several members who are energetic and vocal about starting more new craft committees stood up and volunteered to take the first steps to make it happen. As an Executive Board member who has been involved in committee work for the last several years, I am thrilled to see this and I hope it's just the start of a groundswell of member engagement. Voices raised in a positive way means that more members' concerns will be heard. Talented people coming together and using their skills to create informational content means that more members will understand the benefits that have been won through past contract negotiations. And more informed members means that we can be better equipped to come together and prepare for future negotiations . . . and stronger when we stand united in our goals.

Also at the last GMM, we had a record number of members nominated to represent the Guild as Delegates to the District 2 Convention in June. This is a chance to raise our profile as a group of talented and skilled animation workers, and to get a better understanding of our function and place within the larger industry of entertainment labor. We can be strong when we stand together, and we can be even stronger when we stand with our brothers and sisters in the 375-plus Locals in the IATSE.

The growing interest in forming committees and volunteering as a Delegate to represent the Animation Guild at IA events is exciting and inspiring. It's empowering to all of us when we stand up and invite others to get together to work on issues that are important to everyone.

– Paula Spence, Pegboard Editor

**FROM THE SERGEANT AT ARMS
ROBERT ST. PIERRE**

MAKE A PACT WITH OUR PAC



Photo by Todd A. Shamp

What is a PAC?

A Political Action Committee is a federally regulated account created for the purposes of raising and spending money to help elect or defeat candidates or legislation seeking to undermine labor rights and interests. In 1943 Congress passed the Smith Connally Act as an effort to deny a union's ability to financially support political candidates at the federal level. In 1944 the Congress of Industrial Organizations (CIO) bypassed that legislation by establishing the first known PAC designed to raise volunteer contributions, thereby indirectly giving Unions a voice in important policies concerning labor. Since unions were forbidden to contribute directly to political candidates through union dues, PAC's were created as an effective means of allowing individual members to contribute personal funds to help represent their own interests.

What differentiates our IATSE PAC from others?

All politically influential labor organizations have established their own PAC's. The IATSE PAC strategically focuses their efforts to work exclusively on behalf of IATSE members who make their living in television, film and theatrical related careers. Your PAC is beholden only to you; its member, not to any political party. The IATSE PAC supports politicians who are only pro-union and pro-IATSE, despite their party affiliation. Any anti-union legislation or politician that aims to undermine the interests of members working under the IATSE jurisdiction is of paramount interest and concern to the PAC.

What does my IATSE PAC do for me?

Since its inception in 1999, our members have been the beneficiaries of significant gains such those from the fight against digital theft and piracy. The PAC has stood against candidates aiming to destroy multi-employer pension plans which, left unchecked, would have permanently damaged IATSE members retirement funds. The PAC has worked to

support Medicare and fights to strengthen our union's collective bargaining rights. Last year, under political threats to eviscerate funding for the National Endowment of the Arts, the PAC helped to take decisive counter action which resulted in full funding for the NEA. This year, we will be back in the trenches defending the arts and this critical institution once again. During each election cycle, the PAC stands shoulder-to-shoulder in support of politicians who are pro-union and helps to defeat candidates who are anti-labor. The IATSE has identified harmful language embedded within the new NAFTA agreement, intent on undermining your pensions and benefits so we're working to ensure your interests are protected on that important front too.

The 2017 Tax Cuts and Jobs Act (TCJA), which Congress passed, has and will continue to have a net negative impact on working-class households. Because of its passage, families earning less than \$155,000.00 are on track to receive zero tax cuts by 2027. More than half of all households will pay more in taxes than under the pre-TCJA, mostly because the new law permanently changes the withholdings tables to benefit the 1% while eliminating line item deductions which many working Americans have come to depend upon.

These are among some of the many important issues that your IATSE PAC is taking a stand against and fighting for in legislative arenas, not just to mitigate but also to reverse the damages that negatively impact you. When there are specific issues, legislation, or politicians that seek to undermine our securities and interests, your IATSE PAC will be there on the front lines working to protect what's important to you and your family.

Why should I contribute to the PAC?

For decades, labor unions have been under siege. Throughout the past several years these unfair, relentless assaults have escalated into all-out assaults on workers and workers' rights. Their goal is to reduce your wages, your benefits and strip you of your rights. In many states, American workers have been blamed for the financial crises and have been the chief target of many state budget cuts despite corporations reporting record profits.

Since Union organizations are prohibited from contributing union dues to candidates running for federal offices, PACs are entirely dependent upon the voluntary investment of their members to support these im-

portant legislative efforts. It's only through your contributions that your PAC can effectively stand up against the policies aimed at restricting that which you've worked so hard for. One hundred percent of your contribution to the PAC will help ensure the security that's important to you and your family. Please consider giving.

Local 839's membership stands at around 4200 – 4300 strong, including active and newly joining members. We have a current goal of signing up 10% of our members to become monthly contributors to our PAC. Even the smallest contributions, as low as only \$5 to \$10 per month, will have a cumulative effect which, in turn, will significantly benefit you, your family and your family's future.

For more helpful information about your PAC, please follow this link: <http://www.iatse.net/get-involved/pac-faq>.

Ready to make a small yet meaningful contribution? Please follow this link: <http://www.iatse.net/get-involved/contribute>.

If you have any questions, please feel free to contact me. robert.st.pierre@local839.org.

In Solidarity,

Robert St. Pierre

Sergeant At Arms

Chair of the Local 839 Political Action League (PAL)

	Yes, I'll Join The Stand Up, Fight Back Campaign!	
I'm donating to the IATSE Political Action Committee		
I'm supporting the International Alliance of Theatrical Stage Employees Political Action Committee ("IATSE-PAC") in one or more of the following ways:		
<p>A. HERE'S A CONTRIBUTION IN CASH OR CHECK IN THE AMOUNT OF \$ _____ (check required to donate more than \$100; please do not send cash in the mail). I will complete the information form below.</p> <p>B. I WANT TO DONATE VIA CREDIT CARD: I hereby authorize IATSE-PAC to initiate a deduction from my credit card in the amount(s) below. This authorization is to remain in full force until the IATSE-PAC has received written notification from me of its termination in such time and in such manner as to afford a reasonable opportunity to act on it.</p>		
<p>Check one: <input type="checkbox"/> President's Club (\$40.00/month) <input type="checkbox"/> Leader's Club (\$20.00/month) <input type="checkbox"/> Activist's Club (\$10.00/month) <input type="checkbox"/> Or authorize a monthly contribution of \$ _____ <input type="checkbox"/> Or authorize a one-time contribution of \$ _____ (\$10.00 minimum)</p>		
<p>Choose one: <input type="checkbox"/> VISA <input type="checkbox"/> American Express <input type="checkbox"/> Mastercard <input type="checkbox"/> Discover</p>		
<p>INFORMATION NEEDED ON ALL CONTRIBUTORS:</p>		
<p>Card #: _____ Expiration Date (MM/YY): _____ / _____ Card Security Code: _____</p>		
<p>Employee Signature _____ Date _____ Last 4 Digits of SSN _____ Local Number _____</p>		
<p>Print Name _____ Email _____ Phone Number _____</p>		
<p>Home Address _____ City _____ State _____ Zip Code _____</p>		
<p>Billing Address _____ City _____ State _____ Zip Code _____</p>		
<p>Occupation/Employer _____</p>		
<p>This Authorization is voluntarily made based on my specific understanding that:</p>		
<p>• The signing of this authorization card and the making of contributions to the IATSE-PAC are not conditions of membership in the union nor of employment with any employer and that I may refuse to do so without fear of reprisal.</p>		
<p>• I am making a contribution to fund-raising efforts sponsored by the IATSE-PAC and that the IATSE-PAC will use my contributions for political purposes, including but not limited to, the making of contributions to or expenditures on behalf of candidates for federal office, and addressing political issues of public importance.</p>		
<p>• Federal law requires the IATSE-PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of employer of individuals whose contributions exceed \$200 in a calendar year.</p>		
<p>• Contributions or gifts to the IATSE-PAC are not deductible as charitable contributions for federal income tax purposes.</p>		
<p>• Any contribution guideline is merely a suggestion and I may contribute more, less or nothing at all without favor or disadvantage from IATSE.</p>		
<p>• The IATSE-PAC is unable to accept monies from corporations or Canadian members of the IATSE.</p>		
<p>RETURN GREEN COPY TO: IATSE-PAC, c/o PAC Services, 150 Post Office Road, #2398, Waldorf, MD 20604 and WHITE COPY for your records.</p>		

TELL US YOUR PREFERENCES

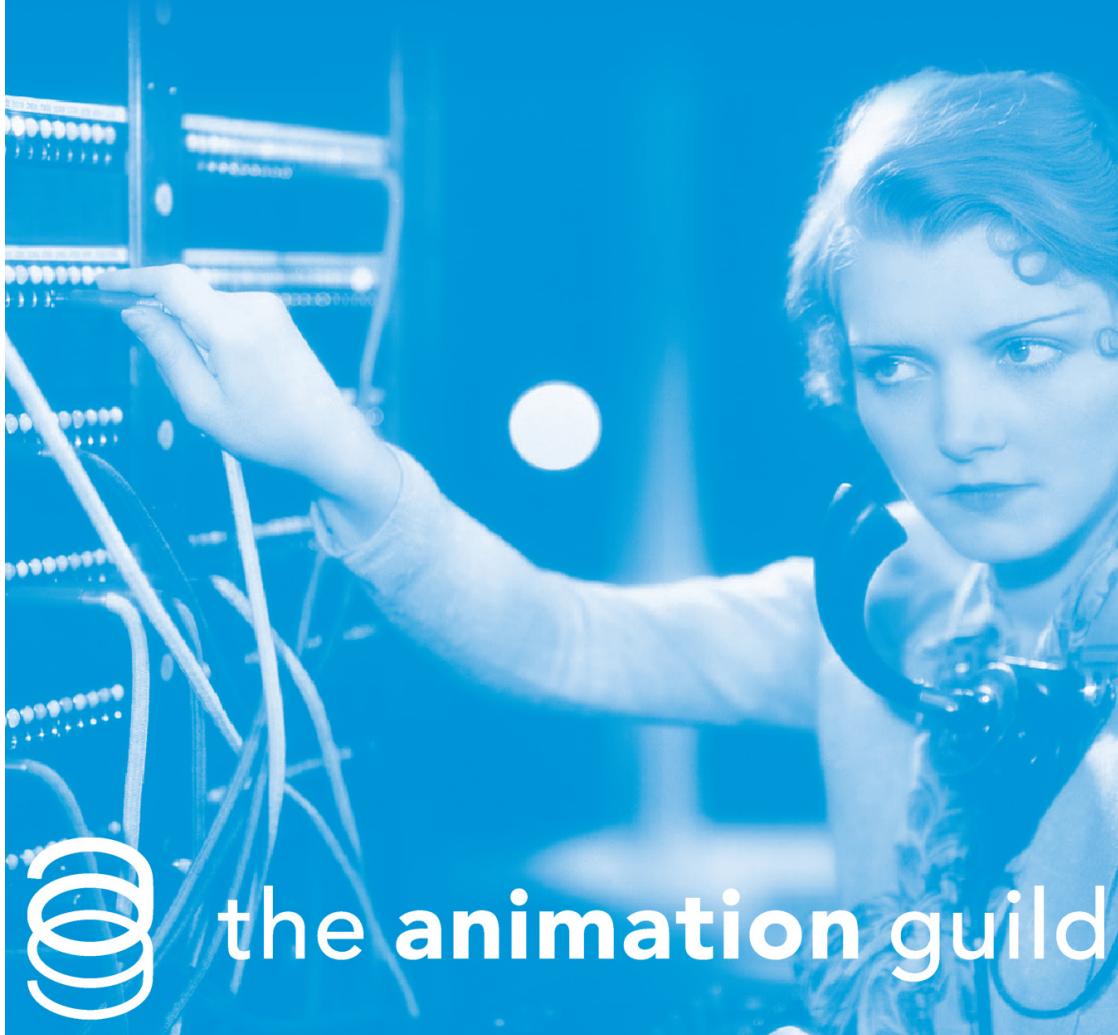
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but only want one copy of publications mailed?**

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animationguild.org/about-the-guild/publication-preferences/



the animation guild

FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD



HOW HOLIDAY PAY WORKS

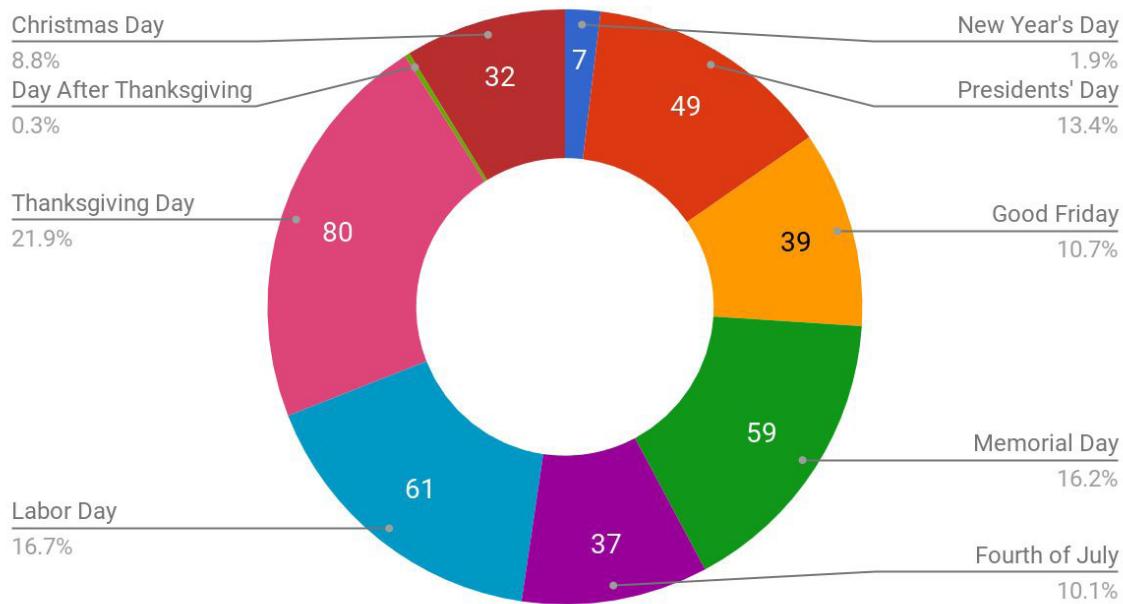
If you're working throughout the entire year at the same union studio as a weekly employee, you are likely being paid for no less than nine contract holidays, as they occur. And, some studios provide more paid holidays. If you're a 'daily' hire, vacation and holiday pay are baked into your rate - that's part of why 'daily' rates have a 117.719% premium over 'weekly' rates (See Article 5B of the TAG Master Agreement , page 17). When you're asked to come in and work on a holiday, nearly all our contracts require that you be paid at twice your normal hourly rate (SPA Agreement is the exception).

However, what if you only work for part of the year? Did you know that if you are only working for portions of the year, there is a system in place to ensure you receive no less than the appropriate amount of holiday pay for the year, based on the fraction of the year you worked?

All of our contracts have a provision for calculating holiday pay appropriately when you only work for a union employer for a portion of the year. Here's a list, with the section references:

- [TAG Master Agreement](#) – Article 6H, Page 20.
- [Nickelodeon Agreement](#) (refers to the TAG Master Agreement) – Article 6H, Page 20.
- [TSL Agreement](#) – Article 6H, Page 10.
- [SPA Agreement](#) – Articles 15B and 17, Pages 11, 14.
- [WAG Agreement](#) – Article 6H, Page 6.

Days Between Contract Holidays



As the chart illustrates, contract holidays aren't distributed evenly throughout the year—starting from the top and going clockwise, there are seven days between Christmas and New Year's Day, then 49 days between New Year's Day and President's Day—but there are 80 days between Labor Day and Thanksgiving. (The very thin sliver with no label is for Thanksgiving and the day after Thanksgiving). To make sure that artists working only a portion of the year get the appropriate amount of holiday pay, the procedure for paying out holiday pay is as follows:

During the year, if you are a weekly employee, it is likely that you will be paid holiday pay for the contract holidays that occur during the time you are working there. This may show up on your paystub as 'Holiday Pay'. If it's not clear, you can show your paystub to someone in HR or Payroll at your workplace to get clarification.

At the end of each calendar year, you can check to see if you've received all the holiday pay you're entitled to. To determine if you're owed any additional holiday pay, you'll need two numbers from your final paystub: 1) the total amount of straight-time pay received, and 2) the total amount of holiday pay received. Do this for each employer you worked for in the year.

Take your total straight-time earnings for the year from your paystub and multiply it by 3.719%. That's how much holiday pay you're entitled to. Compare that to the amount of holiday pay that your last paystub shows you've received. If the holiday pay you've received is less than the amount you're entitled to, the studio owes you the balance. If it turns out you received more holiday pay than what the 3.719% calculation shows, don't worry, you don't have to pay anything back.

Many employers send this automatically, but you may need to request this vacation pay from your employer—after March 15th of the year - as per the different sections of the contracts mentioned earlier in the article. If you don't claim it, after June 15th it will be rolled into your Pension account at MPI. You can check your MPI account using their [online portal](http://www.mpiphp.org): www.mpiphp.org.

It may seem complex but the formula ensures individuals working for portions of the year are properly paid no less than the correct amount of holiday pay. Having your last paystub makes all the difference in figuring this out, so locate that. If you can't find it, you can request it from your former employer(s) – [CA state law](#) provides for this.

If you have questions, or believe you have not received pay owed to you, email us at membership@tag839.org or call the office at 818-845-7500. Before you do, locate your last paystub(s) from your employer(s) from 2018. The paystubs are crucial, and we won't be able to help you without them. Holiday pay is yet another benefit that's provided by your union contract.

Yours in solidarity,

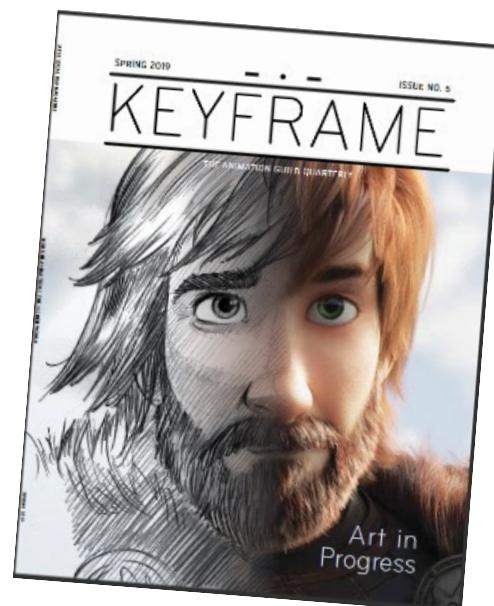
Jason



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TAG TUESDAY GOING STRONG!



FROM THE FIELD REPRESENTATIVE STEVE KAPLAN

WHAT WE CAN LEARN FROM THE UTLA



On February 22, United Teachers Los Angeles (UTLA) hosted a discussion at the UCLA Labor Center called “Lessons from the UTLA Teachers Strike”. UTLA President Alex Caputo-Pearl and Chief Negotiator Arlene Inouye discussed what happened during their negotiations, why UTLA went out on strike and how they took five years to bring the organization to a place where they were able to achieve these goals. The discussion brought valuable insight on how internal organizing and long-term goal planning was instrumental in their ability to achieve their priority goals during the 2018 negotiations.

UTLA had been negotiating with LAUSD for over 20 months and the talks had stalled with the two parties very far apart on a deal. On the first day of the UTLA strike, they called for a rally in front of city hall. While UTLA membership numbers are approximately 35,000, estimates for the attendance that Monday nearly doubled that number. The union and striking teachers were seeing a lot of support from the city and communities. Mayor Garcetti stepped in to act as a mediator for the two parties during the week-long talks while the teachers were striking. Ultimately, UTLA achieved a number of priority items including class size reductions, an increase in librarians across the district and the mandated hiring of 150 nurses to put a “nurse in every school”, and the commitment from the union, the district and the Mayor’s office to “jointly advocate for increased county and state funding” and a commitment that the Mayor will endorse and advocate for the Schools and Communities First ballot initiative.

UTLA President Caputo-Pearl and Chief Negotiator Inouye started their efforts to transform UTLA in 2014 from a reactionary organization to one that regained control of their narrative and effectively engaged their membership. When they became leaders of UTLA, the union did not have the necessary infrastructure needed to gain support from the membership and community in order to drive their negotiating priori-

ties. Using their experience as community organizers, they focused on engaging the UTLA membership by reaching out directly at the workplace and having conversations about what was necessary to move the union forward. They established priorities through these discussions, and then asked the membership to support their efforts both in action and through a large increase in dues to fund those efforts in the union office. They created better communication with the membership by utilizing the Chapter Chairperson at each school as well as the newly created Contract Action Team (CAT), an organizing committee at each school dedicated to ensuring the membership is aware of and engaged with the union contract campaign. They also engaged the parents of students by bringing the parents committees into the communication loop. Working the communication network and empowering the membership and parents of their schools, they were able to craft their narrative which they took into negotiations.

Without that work, their ability to bargain effectively, including holding a strike against LAUSD, would not have been possible. It is through engaged and educated membership that the union can flex its true strength. UTLA then was able to recraft the narrative about the teachers and their demands, using slogans like “On Strike for Our Students” and not only share their messaging through official channels, but have the parents increase support for the union through their communications within the communities.

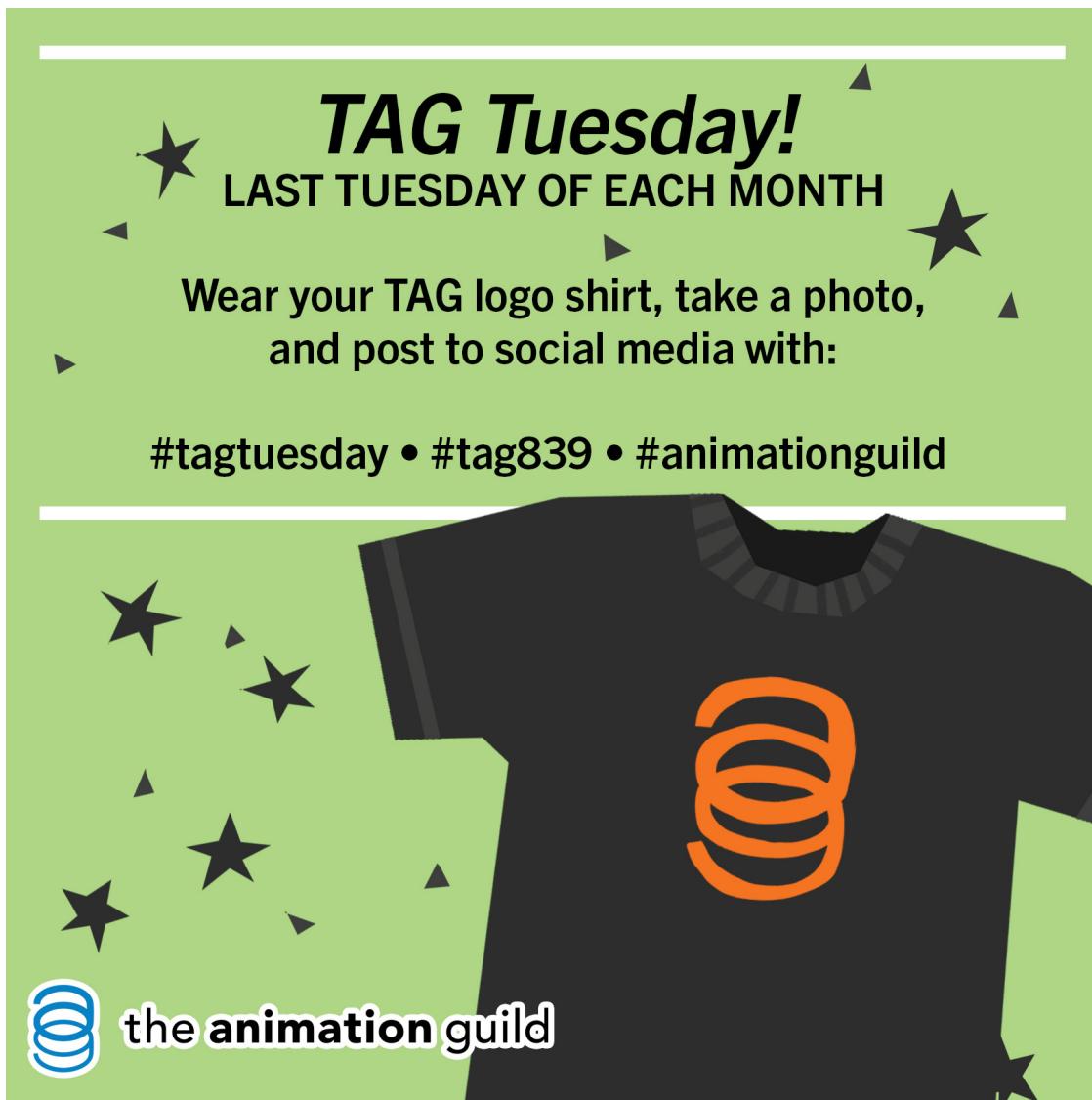


MEMBERS IN THE NEWS

Animation Guild member Rebecca Sugar's *Steven Universe* won a GLAAD Media Award on March 28th. The show took the prize in the Outstanding Kids & Family Programming category, becoming the first animated series to win a GLAAD Award. Congratulations to Rebecca Sugar and her talented team at Cartoon Network!

To learn more, check out Keyframe Editor Alexandra Drosu's conversation with Rebecca in this month's online Member Spotlight: <https://animationguild.org/member-spotlight-rebecca-sugar/>.

If you or another member you know has made the news lately, please let us know – we'd like to help spread the word! Send a link to editor@tag839.org so we can share it in the next issue.



TAG839

FREE PORTFOLIO REVIEW DAY

Sunday, May 19th, 1-5 PM
The Animation Guild, Hulett Hall

SUBMIT YOUR PORTFOLIO TODAY!
<http://bit.ly/tagportfolio2019>



Any questions, please email
tagportfolioreview@gmail.com

THE CARTOONIST GOLF TOURNAMENT IS BACK!



JUNE 2ND

**AT THE LOS VERDES GOLF CLUB
IN BEAUTIFUL PALOS VERDES**

GOLF! LUNCH! CASH PRIZES!

**NO HANDICAP REQUIRED.
GOLFERS OF ALL ABILITIES ARE WELCOME.**

**CONTACT MIKE WOLF OR DAVE BRAIN
FOR INFO AND TO SIGN UP.**

MIKEWOLF713@GMAIL.COM OR DBRAIN12@YAHOO.COM

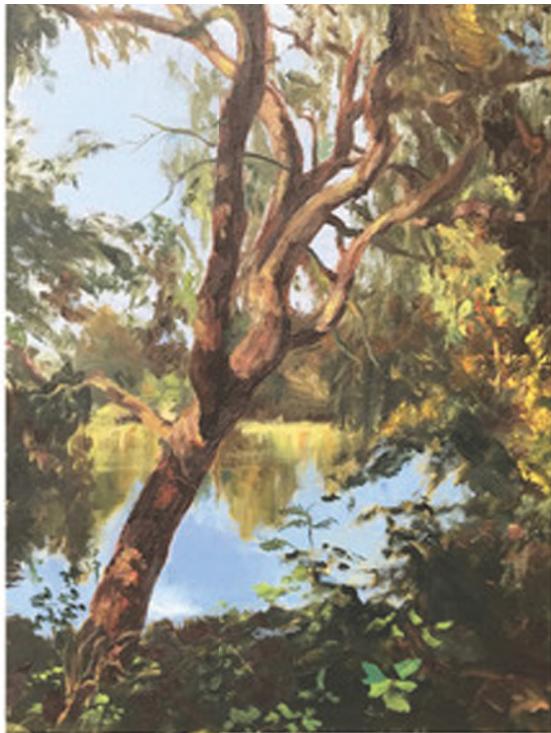
IN MEMORIAM

Jessica “Jess, Jebby, JB” Lauren Brown passed away on January 12, 2019, a month shy of her 35th birthday. She worked as a Finaler and Texture Artist at Nickelodeon Animation Studios until most recently, when she became a spokesperson for UX/UI design. She leaves behind her parents, two siblings and all her friends and colleagues in the animation industry who will miss terribly her smile, effervescent personality and talent.

Larry DiTollo died at the age of 71 due to complications of Parkinson’s Disease on March 15, 2019. He wrote for Filmation on *Fat Albert* and *HeMan*, was the creator of the *SheRa Princess of Power* bible, and wrote the feature *HeMan and SheRa: The Secret of the Sword*. He also wrote *Beast Wars* and *Transformers*, was a story editor for *Babylon 5*, and wrote for the famous role playing game *The Call of Cthulhu*.

Don Morgan passed away on April 1, 2019 at the age of 80. Don worked as a layout artist and designer at Snowball, Dave Deitige, UPA, Chuck Jones Productions, Ralph Bakshi, Hanna-Barbera, and Dreamworks SKG.





Gallery 839 Presents
David Block
An Impressionist Journey

**Opening Reception
Friday, May 3rd
6-9 pm**

**1105 N Hollywood Way
Burbank CA 91505**

Exhibition on display May 3-31

UPCOMING EVENTS AT THE ANIMATION GUILD

April 19th – Contract Holiday: Good Friday
(except DreamWorks and Nickelodeon)

April 20th – Coffee & Cars at the Animation Guild Parking Lot
(a member sponsored event)

April 30th – TAG Tuesday! Wear your TAG T-shirt to work.

May 3rd – Gallery 839 New Show Opening 6-9 pm

May 19th – TAG839 Free Portfolio Review Day

May 27th – Contract Holiday: Memorial Day

May 28th – TAG Tuesday! Wear your TAG T-shirt to work.

May 28th – General Membership Meeting
(Refreshments at 6:30, meeting starts at 7 pm)



TAG Director of Community & Culture Brooke Keesling moderated a panel of Animation Superstars at WonderCon: Peter Ramsey, Jorge Gutierrez, TAG Vice President Jeanette Moreno King, Alonso Ramirez Ramos and Daron Nefcy.

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