



## LEARNING TO RUN OUR UNION TOGETHER



I just got back from Baltimore, where I spent five days with brothers and sisters from other IATSE Locals from across the United States and Canada. We all took part in Leadership Development Week – a set of educational courses offered by the IA’s Education Department that was constructed to help attendees increase their labor union knowledge and hone communication and leadership skills. I signed up for classes in Negotiations/Collective Bargaining, Public Speaking and Communications for Labor Action, while others learned about Internal Organizing, Respectful Local Unions/Workplaces, Labor Law or Local Union Trustee Training. No matter which courses we took, everyone left feeling energized and excited to take our newfound knowledge back to our Locals.

This was my fourth workshop with the IA’s Education Department, having previously traveled to Vancouver, BC, for Officer Institute 1.0 and Las Vegas and downtown LA for Officer Institute 2.0 (Secretary-Treasurer Training and Organizing). Others on the Executive Board have taken the courses as well, and we’ve all brought the experience back to the Animation Guild and into our workplaces. Our collective bargaining strategies and skills have changed since members have become educated

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

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

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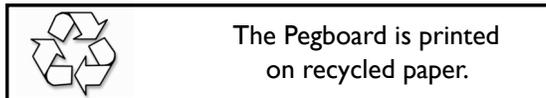
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 You can stop by the Animation Guild office weekdays between 8:30 am and 5 pm and pick up current or recent  
 back copies of *The Pegboard*, free of charge.

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IATSE LOCAL 839

**LEARNING TO RUN OUR UNION TOGETHER** *(continued from page 1)*

on how to run an effective labor union. We've increased staffing and improved practices in the office in order to offer better services to our members, improve communications and raise the Local's profile, strength and bargaining leverage.

On asking my fellow Officer Institute graduates for thoughts on their experiences, Business Representative Jason MacLeod said, "My experience with Officer Institute (1.0 and 2.0) was transformative. Through our connection to IATSE, we are a part of something bigger, and the classes I took showed me how much I did not know and connected me to people and resources in place so I could begin to learn more. We're all life-long learners and want to constantly improve – Officer Institute and the Leadership Development classes available from the IATSE are fantastic opportunities for professional and personal growth. Highly recommend!"

Meeting leaders from other IATSE Locals is a valuable thing in that it reminds us of the part we play in the larger organization, and the support we can depend on when we need the backing of the larger group. Robert St. Pierre shared his experience: "You'll forge new, meaningful relationships with like minded brothers and sisters, many from international Locals, while finding camaraderie surrounding common labor-related issues that impact all of us." Relationships forged at training workshops and conventions carry on and make it easier to come together on other projects like community service, campaigning for pro-labor causes, work actions and negotiations.

"The International President formed the Education Department in order to enrich and inspire IATSE members by providing them with essential information on how to run a labor organization and be a leader within that community. Officer Institute is designed for anyone who wants to learn more about the IATSE and what it means to be an engaged and active member. If that is you, I highly recommend you consider taking the time to join your peers and learn more about the organization, and how you can bring more value to our membership," says Field Representative and Executive Board Member Steve Kaplan.

I can't agree enough. If you're game to sacrifice some time and effort to learn how to run a labor union together with your peers, then run for office at the Guild in the fall and when you're on the Executive Board, sign up for some IATSE training. Maybe I'll see you there!

– *Paula Spence, Pegboard Editor*

## FROM THE PRESIDENT KC JOHNSON



### GOOD STANDING, ACTIVE, AND HONORABLE WITHDRAWAL, OH M

Pop quiz: Can you define “Good Standing” or “Active” membership? Are you either if you’re on Honorable Withdrawal? Why is it important to know all this anyway? Your membership standing confers upon (or denies) you the privileges and benefits outlined in the Animation Guild’s Constitution & By-Laws. These include joining committees, running for office, and voting. Important note: Those with unpaid initiation fees and incomplete IATSE membership applications are not yet members of the Guild!

Our Constitution defines four terms.\* 1.) **Good Standing:** Members who have fully complied with all TAG financial obligations. Every member working within TAG’s jurisdiction must be in good standing. 2.) **Active:** Members who are “fully obligated to uphold the Constitution & By-Laws of this Local” but who are “neither withdrawn nor suspended.” 3.) **Honorable Withdrawal:** Members in good standing who are not currently employed within TAG’s jurisdiction and who request this status in writing. 4.) **Suspension:** Members “in bad standing for 30 days after the beginning of the quarter” may be subject to suspension.

Here are some examples of membership statuses:

Person **A:** Active and in Good Standing – has paid all initiation fees and dues, not on Honorable Withdrawal.

Person **B:** Active only – is late on dues but not yet suspended.

Person **C:** Good Standing only – is on Honorable Withdrawal.

Person **D:** Neither in Good Standing nor Active – is Suspended.

Our Constitution varies its requirements depending on the section. Here are some highlights: To run for office, you must both have been in good standing for the prior two years (**A** or **C**) and have been active for the prior 12 months (**A**). To nominate someone for office, have your ballot counted in the fall election, be a Delegate to a convention, or request a review of TAG’s financials in the Guild office during regular business hours, you must be active and in good standing (**A**). Committee members must be in good standing (**A** or **C**). Amendments to the Constitution can be submitted by members in good standing or active members (**A**, **B**, or **C**).

Ultimately, when given a choice regarding your membership status (such as whether to go on Honorable Withdrawal), these rights and privileges can help inform your decision. Hopefully now you’re ready to ace that pop quiz. Class dismissed!

In solidarity,

KC Johnson

\* *This is a simplified version of the Constitution and By-Laws; the language of the Constitution and By-Laws will prevail in the event of any inconsistency.*

# PORTFOLIO REVIEW DAY

Our goal is to be aware and supportive of the new wave of artists coming into this industry and introduce them to the benefits and strength of our Union. We wanted to provide free reviews and a guarantee that their portfolio would be reviewed. I've heard from those I look up to that: "Every person studying animation and looking to break in is just a future Guild Member." It wasn't too long ago that Crystal and I started our careers in animation and we strongly believe in portfolio reviews and mentorships. We turned to our union leadership for help and sponsorship of the first Free Portfolio review at the Animation Guild.

I wrote the initial proposal and Crystal did most of the organizing. We came up with a plan to have a pre-screening application and an appointment based system so both the reviewers and the reviewees would have a meaningful experience. After we got the approval from the E-Board for our event's budget and use of the building, we started advertising for the event and opened up online sign-ups. Once the submission period was over, Crystal scheduled time slots for people with accepted portfolios and matched them up with our volunteer reviewers. The event itself went smoothly and we've since received very positive feedback from the survey we sent out to the reviewees.

Outreach and efforts like the Free Portfolio Review are a huge step in the right direction for our Guild to engage and inform the youngest in our community. We as a community have to be aware and supportive of each new generation of artists coming into this industry and introduce them to the benefits and strength of our Union so they create new habits that benefit themselves and our community. By educating new members we can start increasing union engagement and build a solid foundation for the future of our organization.

– *By Jake Hollander and Crystal Kan*



## **FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD**



### **EVERYDAY LEADERSHIP:**

#### **How You Can Make a Difference**

Leadership is an ability that can be learned – while talent helps, it is not required for you to become a better leader. What really matters is your drive – how willing are you to take the time to learn what you don’t know, practice what you do know, and no matter what, keep trying to improve? Persistence is the key attribute that you need to have to continue developing as a leader.

Let’s get one thing out of the way first – leadership is not telling others what to do. Leaders inspire others to act, support creativity, and encourage everyone around them to contribute at their highest level. The most successful leaders are those that empower and motivate others around them to contribute their best. As the saying goes, the sum is greater than the parts.

Much has been written about leadership, and there are many styles, but I would like to share some attributes from two well-known leaders from different eras; U.S. President Dwight Eisenhower and Facebook COO Sheryl Sandberg.

President Eisenhower described leadership as “the art of getting someone else to do something you want done because [he] wants to do it.” An artful politician and an insightful strategist, Eisenhower knew that collaboration was the name of the game. Publicly, Eisenhower would not criticize individuals, understanding the truth that people don’t always remember what was said or done, but they certainly will remember how they felt about their treatment by those in power.

“Ike” preferred to lead in an understated manner, being humble, frequently delegating, and surrounding himself with those that knew more than he did about specifics. While the final decision was his to make, he encouraged discussion and debate and sought the counsel of others.

In a production environment, being able to get things done is critical. Leading is not dictating – it’s a balance of motivating, inspiring, and convincing others to work with you to move agendas forward. Leaders are often good listeners, and know that conversation and respectful listening is a key component of building trust and assembling high-functioning, world-class teams.

More than 50 years after Eisenhower arrived in the Oval Office, Sheryl Sandberg left Google for the new Chief Operating Officer role at Facebook. Whether you’re a fan of Facebook or not, it is undeniable that the company changed significantly after her arrival as COO, becoming profitable and joining a select group of other successful tech companies in a small group labeled as the FAANG stocks.

At Google, Sheryl was known for engaging with employees and giving direct feedback. She was also known for asking for critiques of her own performance. When asked at a presentation about the number one quality she looked for in a prospective long-term employee, Sandberg replied: “Someone who takes feedback well. Because people who can take feedback well are people who can learn and grow quickly.”

While giving feedback is an important part of leadership, it is even more important for leaders and those learning to lead to ask for and receive feedback. Giving feedback is often hard, and sometimes it’s not your place to do if you are in an individual contributor role on a production. Asking for feedback can be equally hard – no one wants to hear about their flaws or the things they could have done better. Nevertheless, it is the fastest path to improvement – so set your feelings aside, do not take it personally, and try to consider how the alternate viewpoint can help you grow as a professional and as a person.

Regarding leadership, Sandberg has been quoted as saying that “the ability to learn is the most important quality a leader can have.” We all know that at work, we must be life-long learners. To have staying power in this business of constant change, you need to be able to adapt to different artistic styles as well as learn new techniques and tools throughout your career. Periodically you may need to reinvent yourself and switch or pivot into another field. It’s a must – there is no alternative if you want to push past the plateaus.

Animation can be amazingly rewarding – but it’s a hard business and the competition is global. We persist by continuing to be the best. When you look for and take opportunities to lead, you are building your skills and helping our community remain strong. Although this article has focused on leadership in the workplace, there are many other openings. Schools, faith-based organizations and youth sports leagues are all in need of volunteers willing to put in the work and time necessary to lead. And, don’t forget that your union needs you, too – from participating in committees to helping advance our crafts all the way to running for elected office in our upcoming fall elections.

What is your style of leadership? Do you agree that building consensus and empowering others on your team is a recipe for success? Are you able to diplomatically give feedback, and also request feedback of your own performance? Do you embrace learning and change? Perhaps neither Sheryl Sandberg or Dwight Eisenhower are your personal models of leadership – who do you look to for insight? There’s an opportunity for you to lead every day. Are you ready to make a difference in your workplace and community?

Yours in solidarity,

Jason

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*Nominations for Guild Officer positions will be made at the General Membership Meeting on September 30th, and the election will take place the next month. If you’re in good standing at the Guild and ready to take your union activism to the next level, consider a run for one of the following offices: President, Vice-President, Business Representative, Recording Secretary, Sergeant-At-Arms, or eleven Executive Board positions.*

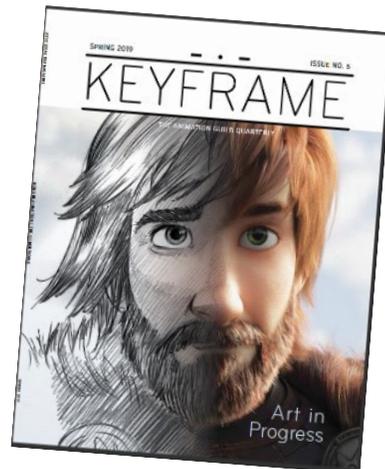
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ART BY APRIL ZHANG

# **LUNCH & LEARN RECAP**

## **WHAT TO EXPECT WHEN YOU'RE EXPECTING IN ANIMATION**

On April 9th, the Family and Personal Leave Subcommittee hosted a panel discussion on what you need to know if you are considering starting a family. The subcommittee's co-chair Kristin Donner (who successfully advocated for TAG's first-ever Parental Leave Policy), storyboard artist and father of three Neil Graf, mother and background artist Teri Hendrich Cusumano, and Silvana Toledo, founder of Collab&Play, were on hand to share their personal experiences and answer questions.

### **What Are Your Rights?**

In the animation industry, you may have access to family leave from four different sources: 1) Your employer's individual family leave policies; 2) The Animation Guild Master Agreement; 3) State law, and; 4) Federal law. Learn more about each category on the Family & Personal Leave page of the Animation Guild website.

### **Where Should You Start?**

No baby is exactly alike. Some sleep for long stretches the week after they come home, while others may be colicky and awake all night. Expect the unpredictable – the panelists shared a list of important questions that you can ask yourself and your spouse to start planning for your future arrival. Just be prepared for plan B or plan C!

### **How Long Will Your Employer Allow You To Take Off?**

You may want to take more time off than what is protected under the law and the Animation Guild contract. Speak with your HR department and learn if the studio offers any specific benefits or guidelines. Talk to your producers and give them advanced warning. "They'll appreciate it," says Cusumano.

## **How Long Can You Financially Afford To Take Off, Depending on Your Own Savings?**

If your studio doesn't offer any paid benefits and you'd like to take a longer leave, you may want to start saving. Parents and caregivers may qualify for 6 weeks of partial income replacement through California Paid Family Leave (PFL) and birth mothers may qualify for 6 to 8 weeks through State Disability Insurance (SDI). Many family advocates recommend at least three months at home with your child. "You can take your Paid Family Leave (PFL) anytime during the first year of having your child," says Donner. So some working parents advise staggering your PFL with your spouse so you can extend the time home with your child and postpone full-time childcare.

## **What Resources or Scheduling Opportunities Are Available to You?**

Don't be afraid to ask questions ahead of time. Can you work from home one day a week? Is there flexibility in your schedule to coordinate with day care hours? What kind of lactation accommodations are available – private room or office? "We have to think outside the box and not be afraid to speak up and request accommodations," says Toledo. "It can be uncomfortable to ask your boss, but it's an important discussion."

## **Supporting your spouse after childbirth**

The recovery process after childbirth can take at least several weeks, so spouses may want to consider taking a longer period of time off to support their spouse and bond with their child. Graf said he only took two weeks off when he had his first child and regretted the decision. "It's a valuable bonding time, so if you are able to take six weeks off, do it," he says. "You can't put a price tag on that time."

## **How to find childcare?**

There are several types of childcare options for working parents, including:

- 1) Larger, licensed day care centers
- 2) Smaller, family-run licensed day care centers
- 3) Private Nanny
- 4) Nanny Share

Start touring places well ahead of time, at least six months in advance. Because childcare centers get full so quickly there may be a waiting list. Visit at least three or four day care centers, even if you've fallen in love with the first one you toured. It's important to get a sense of what options are available to you.

A good place to start your search is the Childcare Resource Center or Childcare Alliance Los Angeles, both resources to find licensed childcare providers in your area.

Those interested in hiring a nanny may want to employ an agency to aid you in the search. Some reputable options include The Nanny League and Educated Nannies. Also, many families have opted to hire nannies through personal recommendations. Parent support groups can be a great resource. Some to check out include:

Animation Parents of LA

Magnolia Park Mamas

Jewel City Mamas and Papas

Glendale/Eagle Rock Moms in California

If you choose to hire a nanny, remember you are now someone's employer. Talk to your CPA ahead of time about taxes. Are you offering the nanny paid vacation? Paid sick leave? Consider these questions ahead of time.

### **Other considerations:**

The panelists recognize that writers may have a more difficult time qualifying for family leave, especially since they often are hired for shorter term contracts. "Our hope moving forward is that we will be able to improve the terms," says Donner, referring to Parental Leave benefits in TAG's Master Agreement.

Additionally, the panelists discussed a broader need to address the issue of retaining female talent. Women often start having children right when they are reaching a peak in their careers. How can we support these women so they can return back to the industry and can continue to thrive in their careers?



# POLITICAL ACTION LEAGUE

The Animation Guild's **Political Action League (PAL)** is seeking recruits to help strengthen our committee and union. If you're concerned with how federal and state legislation is impacting unions' and workers' rights, the attacks on our health plans and pensions, or the stability of important programs like Social Security and Medicare, then this is your opportunity to get involved!

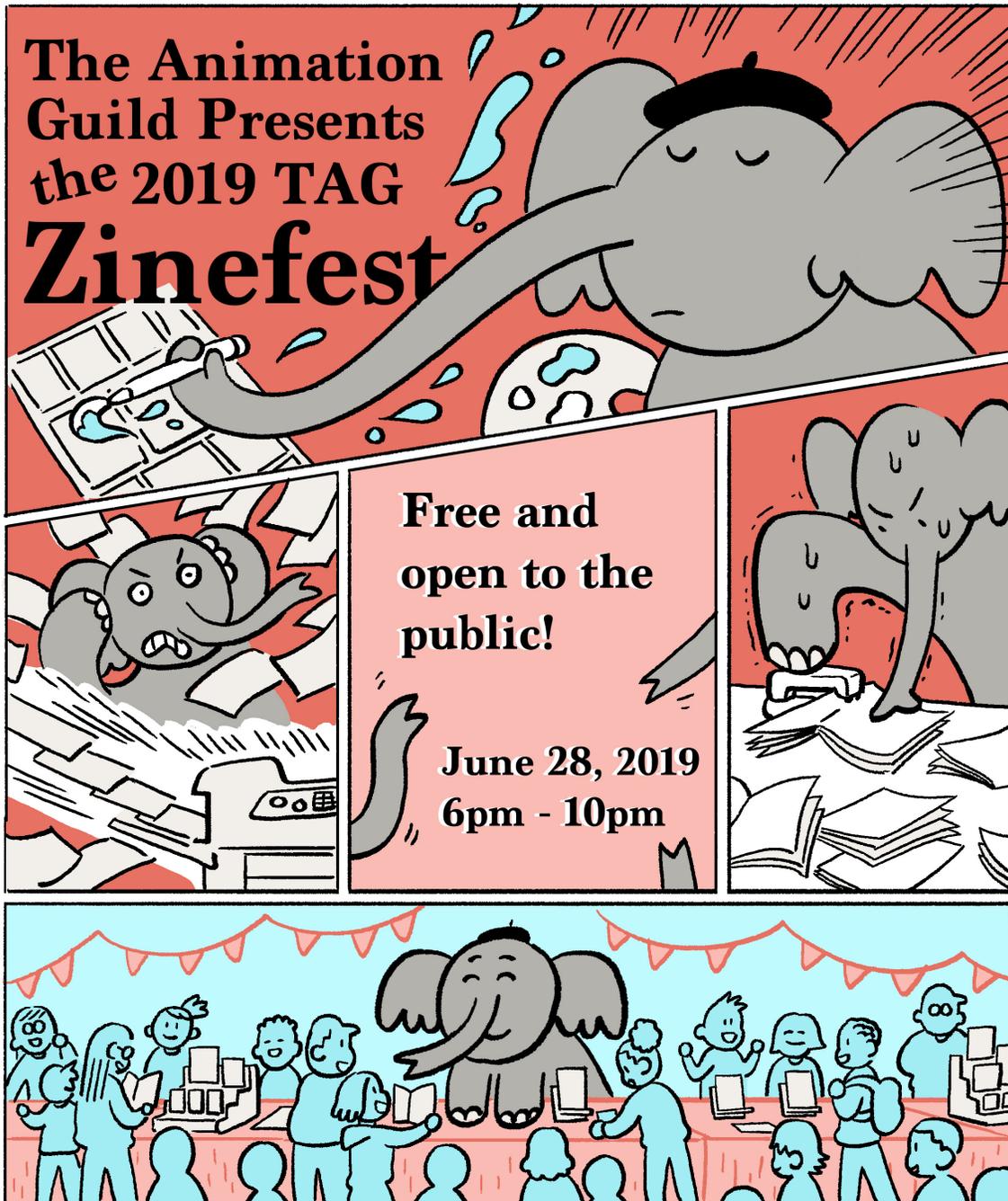
We are a politically non-partisan group with a focus on labor-related candidates, legislation and issues. The goal of PAL is to help inform our members of urgent matters through outreach, education and action. Here are just a few ways you can help:

- Participate in monthly meetings
- Share ideas for outreach
- Plan events
- Create artwork, flyers, info-graphics, and other shareable content
- Participate in voter registration drives
- Participate in **Get Out The Vote** drives
- Canvas or phone bank for pro-labor candidates and ballot measures
- Network and share insight with other IATSE Locals

We need YOU to help us work toward a better future for all of our members!

Our committee meets at a local restaurant on the first Monday of each month from 7:00 pm to 9:00 pm. Food will be provided!

Still interested? Please e-mail [robert.st.pierre@tag839.org](mailto:robert.st.pierre@tag839.org) to learn how you can get involved with our politically motivated group of fellow Local 839 members!



Located at The Animation Guild, 1105 North Hollywood Way, Burbank, CA 91505. If you have any questions, call 818.845.7500 or email: [brooke.keesling@tag839.org](mailto:brooke.keesling@tag839.org)

Don't miss out on Animation Guild events! Keep your contact information up-to-date and sign up for our e-mail list at <https://animationguild.org/about-the-guild/change-address/>. You can GO GREEN – and save the Guild printing and mailing costs – by choosing to view our TAG publications digitally rather than receiving a hard copy in the mail. Visit <https://animationguild.org/about-the-guild/publication-preferences/>.

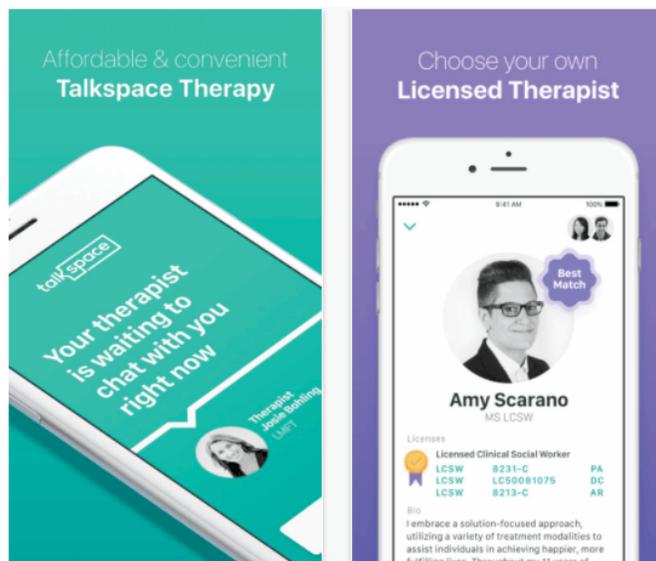


## OPTUM NOW OFFERS ACCESS TO TALKSPACE

OPTUM offers a Member Assistance Program (MAP) through the Motion Picture Industry Pension and Health Plan that includes behavioral health and WorkLife services. You only have access to OPTUM if you have chosen MPI PPO as your healthcare provider. If you currently have Kaiser, you DO NOT have access to OPTUM and must use Kaiser as your mental health provider.

One of the latest free services offered through OPTUM is Talkspace, an online therapy app that can be used as an alternative or in addition to face-to-face therapy. A digital provider matching tool gives you access to more than 4,000 licensed providers across the United States. You can send texts, audio or video messages and receive responses daily, five days a week. Or you can schedule real-time video sessions as needed. With the app, you can begin therapy within hours of selecting a provider. The app even offers options for couples therapy.

MPI members can go to [www.talkspace.com/connect](http://www.talkspace.com/connect) and enter your name, date of birth, and address. The next screen will ask for your Member ID, Group ID and employer name. For more information or help, go to [liveandworkwell.com](http://liveandworkwell.com) and enter access code **MPIPHP**, or call 1-888-661-9141 anytime for confidential help.



# IN MEMORIAM

*Joe Kwong* passed away on May 4, 2019. He worked with Disney Feature Animation as an Animator/Modeler from 1996 until 2010, and later moved on to Blue Sky as a Rigging Artist. His coworkers knew him for his kind and friendly attitude, and his great aesthetic talent. He leaves behind a loving family and an animation community that will miss his daily presence.



## ***TAG Tuesday!*** LAST TUESDAY OF EACH MONTH

Wear your TAG logo shirt, take a photo,  
and post to social media with:

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# RE (-) CREATION



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# UPCOMING EVENTS AT THE ANIMATION GUILD

**June 25th** – TAG Tuesday – Wear your TAG T-shirt to work!

**June 28th** – TAG ZineFest

**July 1st** – MPIPHP Open Enrollment starts *(through July 21st)*

**July 4th** – Contract Holiday: Independence Day

**July 12th** – Gallery 839 New Show Opening 6-9 pm

**July 30th** – TAG Tuesday – Wear your TAG T-shirt to work!

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



*Three new members were sworn in at the General Membership Meeting on May 28th . . . TAG Tuesday! Come to the next meeting to welcome our newest members to the Guild.*

**The Animation Guild Local 839 IATSE  
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