



THE PEGBOARD



ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS

Los Angeles, California, October 2019

Vol. 48, N°10 Special Election Issue

SPECIAL ELECTION ISSUE

CANDIDATES NOMINATED AT GMM

ROBERT ST. PIERRE ELECTED AS SERGEANT-AT-ARMS

Nominations were taken at the September 24th General Membership Meeting for five Officer positions and eleven seats on the Executive Board. There were nominations for President, Vice-President, Business Representative and Recording Secretary. Currently-serving Sergeant-At-Arms Robert St. Pierre was nominated to retain his position and, as he was the sole nominee, a motion was made and passed to elect him that night on a “white ballot”. Elected officers will serve a three-year term, starting on December 3rd and ending December 6, 2022.

All nominees whose eligibility was subsequently validated by a check of member records in the office will appear on the ballot to be mailed by the American Arbitration Association to active members in good standing, as well as Pending/New members and those who are in the process of reinstatement. Only members who are active and in good standing by 5 p.m. on November 8th will have their ballots counted.

This Special Election Issue of *The Pegboard* contains statements from each of the candidates running for elected Officer positions (except Sergeant-At-Arms) and Executive Board. The candidates will also have the opportunity to speak with members at a Candidates Forum at the Animation Guild on October 22nd. Watch your TAG e-mail for details.

It’s important to consider the candidates running for leadership positions at the Guild – they’ll be making decisions that guide our labor union in the next three years. Read the statements, come to the Candidates Forum, reach out to trusted and respected colleagues. . . and then vote!

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PRESIDENT KC Johnson	BUSINESS REPRESENTATIVE Jason MacLeod	VICE-PRESIDENT Jeanette Moreno King
RECORDING SECRETARY Paula Spence	SERGEANT-AT-ARMS Robert St. Pierre	PEGBOARD EDITOR Paula Spence

EXECUTIVE BOARD

David Chlystek • JJ Conway • Brandon Jarratt • Steve Kaplan
 Spencer Knapp • Ray Leong • Ashley Long • Jason Mayer
 Larry Smith • Candice Stephenson • Dave Thomas

TRUSTEES

David Chlystek • Dave Thomas • Steve Kaplan

SHOP STEWARDS

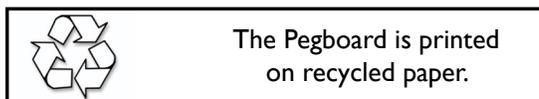
Greg Colton (*Fox Animation*) • Scott Carpenter (*Disney TVA, Sonora*)
 Teri Cusumano (*Bento Box, Lankershim*) • Jorge Garcia (*DreamWorks Feature*)
 Charlotte Jackson (*Netflix*) • Cathy Jones (*Disney TVA, Empire*) • Crystal Kan (*DreamWorks TV, Central*)
 Amanda Li (*Netflix*) • Carrie Liao (*Disney Feature*) • Kyle Neswald (*Cartoon Network*)
 Susan Nguyen (*DreamWorks TV, Flower*) • Emily Walus (*Disney TVA, Empire*) • Justin Weber (*Disney Feature*)

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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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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

WATCH FOR BALLOT MATERIALS IN YOUR MAILBOX

The Vote

The American Arbitration Association (AAA), which is the judge of the election, will mail the ballots on October 21, 2019. Ballots will be mailed to all members who are Pending/New (in the process of joining), Reinstating and Active. Only those members who are Active and whose fourth quarter 2019 dues have been received at the Guild office by 5 p.m. on November 8, 2019 will have their ballots counted. Once you have received your ballot, you may vote even if you are not in good standing, as long as your outstanding balance is received at the Guild on November 8 by 5:00 p.m.. Active members who take withdrawals or suspensions before November 8 *will not* have their ballots counted.

The AAA is responsible for printing and mailing the ballots, then counting the ballots and certifying the election results. The ballots will list all nominees, with instructions to vote for no more than one nominee for each contested Officer position, and no more than eleven nominees for the Executive Board. Write-in votes will not be allowed, and any write-in attempt will invalidate that portion of the ballot.

The ballots will be mailed from the American Arbitration Association. The mailing will contain the ballot and two envelopes — a ballot envelope, and a return envelope with the voter's name and address on the back. Ballots must be returned to the AAA in those envelopes and **NOT** to the Guild office. Please ensure you send in the ballot with sufficient mailing time to be received before Nov. 8, 2019 at 5 p.m.

The label on the return envelope is part of the validation process; any attempt to remove or deface the name and address will invalidate the entire ballot. Before the ballots are counted, the ballot envelopes will be separated from the return envelopes and shuffled to ensure a secret ballot count.

The election procedure is described in Article 6, Section 3 of the Constitution and By-Laws.

The Results

Ballots will be counted at the Los Angeles office of the American Arbitration Association on November 9, 2019 at 9:30 a.m. The Los Angeles office of the AAA is located at 725 S. Figueroa St., Suite 400 Los Angeles, CA 90017-5424. (Google Map: <https://goo.gl/maps/wZ3t85k-tRyKzgsL57>) Nominees have the right to observe the election themselves, or to appoint no more than one observer who must be an active member. No other observers will be allowed.

Observers must make advance arrangements with the Election Judge. On the Monday following the count, the results will be posted on the Animation Guild website and sent out through the Guild's email list. The results will be reported at the November 19 General Membership Meeting and in the November *Pegboard*. The elected officers will be sworn in at the Executive Board meeting on December 3.

The counting and certification of the ballots procedure is located in Article 6, Section 4 of the Constitution and By-Laws.

Questions about the election procedures, and requests for duplicate ballots, should be addressed to the Election Judge:

Robi Rivera American Arbitration Association
725 S. Figueroa St., Suite 400
Los Angeles, CA 90017-5424
Phone: (213) 362-1900

The Campaign

This issue has been prepared and published to coincide with the mailing of ballots from the American Arbitration Association. Nominees were asked to submit statements and photos according to the same set of specifications in an effort to give each candidate fair and equal treatment. Statements are grouped according to office, and appear in alphabetical order – by last name – within those groups.

The nominees for Vice-President, Recording Secretary and Executive Board have been given the opportunity to submit a 150-word statement and photo to be published in this special election issue of *The Pegboard*, and the nominees for President and Business Representative may submit a 300 word statement. The word limit has been strictly enforced, and nominees for contested positions who did not submit statements and/or photos by the deadline have been listed with a notation “No statement submitted” and/or “No photo submitted”.

There will be a Candidates Forum in Hulett Hall at the Animation Guild office at 7 p.m. on Tuesday, October 22nd. Each candidate for Vice-President, Recording Secretary and Executive Board will have the opportunity to present a short statement at the event. Candidates for President and Business Representative will take part in a Question & Answer session to be moderated by an unbiased presenter.

This special election issue of *The Pegboard* and the Candidates Forum are the two official sources of voter information that have been offered for the equal representation of all candidates. Nominees may choose to campaign during the election period via other channels, forums and media, at their own expense, and have been informed of their rights to reach members through the Animation Guild’s contact lists.

The Guild’s website, blogs, twitter accounts and official Facebook page may not be used for any form of electioneering.

CANDIDATE STATEMENTS

Each of the candidates running for Officer or Executive Board positions were given the opportunity to submit a statement and photo. Candidates for President and Business Representative could submit up to 300 words, and candidates for Vice-President, Recording Secretary and Executive Board could submit up to 150 words.

The statements are the opinions of the individual candidates. Views expressed do not reflect the opinion, position or policy of The Animation Guild. The statements have not been fact-checked, corrected or edited in any way, and they appear in the order in which the candidates were nominated.



***Running for the
Office of President:***

JEANETTE MORENO KING

Currently serving as Vice-President

I've been a proud, active member of the Animation Guild since I took part in unionizing The Simpsons in the mid-aughts. For so long, apathy and fear were rampant amongst our members. My, how times have changed.

When I got into office I had three main goals:

1) Make members proud to be a part of our union and know that we have a right to discuss union matters at work without the fear of repercussions.

2) Raise TAG's profile to people outside of the union, to our local community, to our mother union, IATSE, and to the other large unions like WGA, SAG/AFTRA, the DGA, and LA FED.

3) To generate positive associations with our guild and create a true internal community.

We have made real progress on these goals! TAG Tuesdays are public proclamations of solidarity AT WORK. Our committees give members more ways than ever to contribute. Mixers, Lunch and Learns, and committee events are opportunities for members to make a personal connections to each other. Keyframe has expanded our reach to those outside of our industry by spotlighting our members, taking the mystery out of what we do. We made a strong showing at District 2 with more delegates than the other locals and made such an impact the IA has expanded our jurisdiction so we have an even greater presence at our upcoming contract negotiations.

This community building is the foundation of the strength of our guild. Strength that we will need for the next big negotiation battle.

My main goal, if elected president, is to eliminate the wage and contribution differences between SVOD and traditional media. WORK IS WORK. We will SHOW UP and The AMPTP won't know what hit them.



*Running for the
Office of President:*

GAVIN DELL

I genuinely care about the talented artists in this business. It took a lifetime of practice, education and refinement to work at this level and we deserve more than to struggle to pay our bills. After 30 years as a feature animator, character designer, storyboard artist and director I have seen many changes in animation. As a young artist I worked my way up and made a comfortable living, but then salaries began to fall despite show budgets increasing. Artists lost 30% of their income over the last 20 years, and the numbers are still dropping. The current union leadership including my opponent allowed a further 15% pay cut for the average artist last contract when we had more leverage than anytime previously. I want to eliminate the “New Media” discount on our salaries and restore our rightful union minimum we earned over 70 years of growth. Streaming media has proven hugely profitable and we shouldn’t work for less while they boast of record profits. I want to stop the combining of job duties and get detailed descriptions into our contract to protect against increasing workloads without paying us for it. I am for paid testing or “trial to hire” periods and no free tests. I want to create a defined junior, mid and senior level of work and pay scale so artists have the ability to grow and not ride minimum their entire careers, protecting young artists from free overtime to meet unrealistic demands and give senior artists the seniority they’ve earned. I do not believe it is the right time to add production workers into our union without protecting our membership from any further decrease in pay, overworking and declining benefits FIRST. Animation artists and their families have struggled enough! Please vote for me to represent you!



*Running for the
Office of Vice-President:*

JACK THOMAS

I have been a member of TAG since 2002. I have served on the Executive Board and am a former Vice-President and President. I am currently an Executive Producer at Dreamworks. Prior to being in animation, I was a lawyer.

I am running for office because I feel the union's priorities have gotten severely out of whack over the past three years. The leadership has gotten more secretive. They put hiring a Communications Director and starting a magazine ahead of updating the member database and hiring field representatives.

It's hard to state everything I want our guild to achieve in 150 words but if elected, my priorities will include:

- Obliterate the New Media Sideletter in our Collective Bargaining Agreement
- Overhaul and modernize the entire CBA – including adding in Job Descriptions
- Organize non-union studios in Los Angeles.
- Become a National Union so that we can represent productions outside of LA.



*Running for the
Office of Vice-President:*

CANDICE STEPHENSON

Currently serving on the Executive Board

Hi, I'm Candice- CG Look Development Artist, member of the Executive Board, and currently running for Vice-President.

After helping unionize my own shop (Nickelodeon CG), I saw what a positive impact it made. This led to involvement with the Young Worker's Committee as well as three negotiations (Nickelodeon unionizing, Nickelodeon 2018 & AMPTP 2018).

I'm proud of what we have accomplished and excited for what we will accomplish. As VP, I plan to streamline communication between TAG and its members, continue working on career advancement events, and be a strong representative in the 2021 negotiations. Increasing outreach to our non-union counterparts and our fellow IATSE locals is also a top priority.

As a union, we have the resources and responsibility to fight the battles that none of us could win as an individual. With my time, experience, and knowledge, I would like to volunteer myself to do so.



***Running for the Office
of Business Representative:***

STEVE KAPLAN

Currently serving on the Executive Board

Hello Animation Guild members,

I am Steve Kaplan and I would like to have your vote for Business Representative.

It's been an exciting three years. Under Jason MacLeod's leadership, the Guild has grown and flourished. Membership has reached heights never seen before thanks to new studios who signed our agreement both voluntarily and under duress. More members have celebrated their TAG membership by grouping together by craft or by social interest with the collective goal of making us stronger.

How many of you have taken a TAG Tuesday photo with your crew? How many of you are participating in a newly formed committee? Have you attended a Membership mixer? Have you participated in a craft meeting?

I am proud to have participated in the negotiation committee that achieved gains in our agreement that were not achieved by the IATSE during their Basic Agreement negotiations. Our terms and conditions for streaming productions are better than what the rest of the IATSE locals enjoy. I am proud to have participated in organizing BoJack Horseman after years of non-union seasons. I am proud to have helped to craft agreements with studios interested in tapping into the most talented pool of animation professionals that provided better terms than are available to the major studios. I am proud to have sat on the Executive Board that helped to support members who stood up to address abuse in our industry. I am proud to have worked for a Leader who held the employers accountable to the terms of our agreement.

This work has to continue. I want to see the next group of leaders pick up this mantle and build on the work we achieved. Please put me to work for you.



***Running for the Office
of Recording Secretary:***

PAULA SPENCE

Currently serving as Recording Secretary

I've been Recording Secretary since December 2016, an Executive Board member since early 2015, and a Shop Steward before that. I've used my time on the E-Board to get educated on running an effective labor union and bring what I learn back to benefit members through improving communications, increasing engagement and raising our profile with the IATSE and within the industry.

I've participated in the last three Master Agreement bargaining sessions and am proud of the dramatic gains we made in 2018, when the Negotiations Committee included so many determined new voices.

I represent the Guild every day in my workplace by being a source of information and aid to my fellow members, as well as working with executives, production, recruiters and show runners to control testing and set reasonable expectations for TAG members.

I'm doing a good job as Recording Secretary, and I'd like to keep on doing it.



*Running for the Office
of Recording Secretary:*

LEE CROWE

I've been a TAG member since 1985, doing assistant character animation, traditional effects, and timing direction. I've had a wide range of experiences, from working as a PA, to having a great salary, perks and signing bonuses as an animator, to going onto and returning from honorable withdrawal.

Our last wage survey showed that the average 839 member makes 100K per year IF they work year-round/full-time (rare). Many scrape by on half that or less. We have three representatives and a community director whose total salaries pull a half-million dollars annually from our dues. 839 staff salaries should be equal to the workers they serve.

As recording secretary, I will work to amend this lopsided spending and will strive to share honest and forthright information between membership, officers, and board. I know the value of the internet and social media and will utilize it for the members' benefit. Excelsior!



Running for Executive Board:

GREG COLTON

Currently serving as a Shop Steward

I've been a working TAG artist for 20 years, and Shop Steward at Fox/Family Guy for 3. One of the issues I'd like to help solve is the problem of stagnant wages. When I was a storyboard artist in 2003, I was making \$1800/wk & was able to buy a house...due to Sideletter N & other loopholes, artists are making less in 2019, in addition doing multiple jobs for "free" like writing & editing on top storyboarding. I hear them say they fear not being able to pay off their loans, buy a house or start a family. This is fundamentally wrong, considering the billions studios make from evergreen properties we create. They have NOTHING without us. No Spongebob, Frozen, Simpsons, NOTHING. You deserve more, and we keep getting less. I'm not afraid to tackle these issues. Please vote for me, and I'll do my best to help you! Thanks!



Running for Executive Board:
RICH ARONS

36 years in 839

Please compare your opinion with mine:

Our pay's been decreased
While profits increased
We're forgotten like yesterday's slime

Portfolio neglected
Wasted days being tested
Compensation: not one thin dime

When we finally get jobs
We're treated like slobs
Overworked without overtime

Categories combined
'Cause our job's not defined
Should'a been paid triple time!

We need real royalties
Where is the loyalty?
Is decent pay such a crime?

Wrongs need correction
Vote well this election
Or we deserve the same fate every time

So art bro and art sis
Sufficiently pissed?
Let's start on our uphill climb!



Running for Executive Board:
STEPHEN SILVER

As an artist I know we all want to feel appreciated, respected and taken care of. I am aware of the difficulties of running a studio. I know when a studio is willing to hear the concerns of artists, they will flourish and grow beyond bounds. I am running for an executive board position to ensure that we are heard, and protected. To strengthen our union, I want to develop an anonymous platform for members to report grievances, as well as positive aspects of shows, to know you are safe to talk with union representatives, and myself, without the fear of being blacklisted or fired. I know reputation is everything, and good character is essential. We are in this together to create, earn money and enjoy working. My hope is that studios will listen and do their best to make things right. When we work together everybody wins.



Running for Executive Board:

CRYSTAL KAN

Currently serving as a Shop Steward

Hi all! I'm a storyboard artist who has worked at both Nickelodeon and DreamWorks TV. Over the past several years, I have been actively learning about our union's issues and helping out wherever I can. I have organized three TV crews for t-shirts, participated in the most recent Nickelodeon contract negotiations and co-organized the first TAG Free Portfolio Review Day with Jake Hollander.

I feel strongly about protecting our most vulnerable members and finding the most effective solution to our problems. If elected, I will fight for Media is Media and changing the culture of our industry to encourage participation, education, and unity. We should have a more inclusive group on our executive board, and I hope that you will consider me as an advocate for a younger, more diverse generation.



Running for Executive Board:
EUGENE SALANDRA

More than 26 years into my professional life as an artist working in the field of animation, the time has come for me to give back to our community. At the suggestion of several colleagues, and after much reflection, I decided to embrace the possibility of running for our TAG Executive Board. At a time when maintaining the strength and protection of organized labor is increasingly challenging, I recognize and appreciate the importance of our Union more than ever. My professional experience in the industry, combined with my personal experience working within community and arts groups, give me skills that could genuinely benefit our local. My view emphasizes the importance not of uniformity, but of unity in diversity. My goal is to be of service to the community, and to work collaboratively to promote active participation in our local, and the common good of our collective.



Running for Executive Board:

KC JOHNSON

(KAREN CARNEGIE JOHNSON)

Currently serving as President

Hello! I am the current TAG President. Being your union President these past two years has been incredible and humbling. We have been working diligently to build and modernize the Guild to position it with strength for the future.

I am running for the Executive Board to continue these efforts and to serve the membership by sharing the knowledge I've gained during my twelve years on the board. This includes multiple negotiations, IATSE's Officers Institute training, listening to members' concerns, and learning a lot about the union, the industry, our collective power, and the challenges we face.

I'm a full-time Retake Director on The Simpsons, with 20 years of experience in character layout, storyboarding, and timing.

Our new board will need to rocket off the starting blocks to start preparations for our 2021 negotiations.

It would be an honor to receive your vote. Thank you!



Running for Executive Board:
DANNY DUCKER

Hi, my name's Danny. I started in animation as a board revisionist in 2014, and have been working as a production board artist since 2015. During the summer of 2017, I became actively involved in TAG, and have been consistently working as a volunteer ever since. I attended the 2018 AMPTP contract negotiations, the 2019 D-2 Convention, have served as a Shop Steward, and currently serve as the Chair of the Testing Committee. My focus has primarily been on the issue of testing, and the reality I've come to understand is that exploitative tests are only the symptoms of much larger, more systemic weaknesses in our industry. I want to help my fellow members create a stronger union together, one that fosters solidarity, mentorship, empathy, and fearlessness in a fickle, often cutthroat, industry. I hope you'll consider me for a position on TAG's Executive Board.



Running for Executive Board:
ROGER ODA

I have been fortunate enough to work as a background designer in television for the last 16 years. I've worked at Titmouse, Shadow Machine, Warner Brothers, Dreamworks, Fox, and Bento Box. The constant that helped me maintain my career has been our union. The protections and flexibility it affords me have outlasted any single show, studio, or producer. My main focus is preparation for our contract negotiations two years from now. I want to build a better way to distribute information and find actionable ways we can increase our membership participation. My other concerns are the generational gaps in our group and building trust. While I intend to be as involved as I can whether on the board or as a member, a seat on the board will help me be more effective in our organization.

You can usually catch me at our friendly 839 Coffee and Cars events.

NO
PHOTO
SUBMITTED.

Running for Executive Board:
DAVID GEMMILL

I'm trying to get you more money from greedy studios who want to pay you less. You are valuable. You are worth it. You deserve reasonable hours and reasonable schedules. You deserve a bigger slice of the pie and not just crumbs. I've helped my peers get more money through learning how to negotiate against these money-grubbing monsters. I will apply these same tactics to negotiations. I'm ready to go to war because I don't want to see my fellow artists get taken advantage of anymore. Just say "No!" to status quo! Vote "Yes" for progress!



Running for Executive Board:

BRANDON JARRATT

Currently serving on the Executive Board

Howdy! I've been a general TD at Disney Animation since 2013. I've also been privileged to serve as a shop steward and TAG e-board member during the past term.

The last three years have been a time of unprecedented growth, change, and engagement in our union. We have more resources than ever before. The office has been revamped. A new member database is on the way. Our newly-structured member committees are dynamic and active, making waves that have been felt across IATSE. Through the hard work of negotiations and organizing, we have made gains. But there is still much to be won.

I'm running again because I believe in the labor movement. I believe we are stronger together. And I believe we finally have the 21st century tools we need to flex our collective muscle in a way that terrifies the studios.



Running for Executive Board:
DAVID SHAIR

Hi there! I'm a member of the storyboard committee and a storyboard artist/writer. Proper pay for multi-faceted jobs (storyboarding/writing), no new media discount, receiving full credit for work performed, raising our minimums, and getting more women involved in boarding are all important to me. I'll work to make our union eco-friendly and secure a bond with the Writer's Guild. I believe all committee heads should have a seat at the table next negotiations. I would like to form a production-unionizing committee that will survey and conduct legitimate research regarding the inclusion of production into 839 and how it would affect us financially and alter our leverage as a craft union. We need better communication and trust - it's imperative that membership knows what's going on, and it's equally important that the board truly hears our concerns. I'll be a board member who does. Show you care, vote for Shair!



Running for Executive Board:
RYAN KHATAM

For years we've been neglected and taken advantage of. That ends now. Higher wages and minimums. Eliminating Side letter N. Abusive testing. Abusive productions. Unpaid overtime. Job descriptions. Animation Timers. Fighting ageism and helping members find work. This will be my focus and more. I've had enough lip service and empty promises from previous leadership. It's time for change. It's time to unscrew how screwed up our contract has become. We make the studios billions. We deserve fair wages. It's time we get the respect and the salaries we deserve. Vote for me. I will fight for you.



Running for Executive Board:
DAVID DEPASQUALE

My experience in both new media and general contract projects has given me a firsthand look at some of the unfair practices taking place in our industry. I have made it a point to listen carefully to the concerns and struggles my colleagues are experiencing and where we, as an industry, could be doing better. I believe a union, no matter the size, is only as strong as its members want it to be. That not only requires strength in leadership, but a mutual level of faith, respect, and responsibility between that leadership and the members they represent. I enjoy debate and am not afraid to get my hands dirty, and if elected to the executive board, I vow to always make sure that your voices are heard and your concerns are met with sincerity and understanding. Thank you for your consideration!



Running for Executive Board:
GAVIN FREITAS

Dear Union Members,

I wish to be a part for the executive board. I have been an Union member since 2013 and I feel that my guild needs me more than ever. I have become increasingly concerned at the falling wages, increased workloads, excessive testing, Side Letter N, and it's time to put a stop to it. As a board member I will keep your best interest in mind for my Union brothers and sisters. With the rapid growth of Union members in 0839, we need proper representation. Please help me join our Union stay strong, and keep up the good fight. I care about our future and will do anything to maintain that. Thank you Animation Guild Members!



Running for Executive Board:
MIKE MILO

I've been in the animation industry for the last 30 years. Every milestone in my life can be associated with the show I was working on at the time. I met my wife Laura on "Tazmania", got married to her on "Jonny Quest", had one daughter Melissa on "Pinky and the Brain" and another daughter Megan on "Histeria". The Animation industry is my life, but it's getting harder to live that life with stagnant wages and corruption. I'm running for executive board to help fight declining salaries and work conditions. In 1995 I made more as a director doing the same thing than I do now in 2019. There's something wrong with that and we need to fix it. Animated films makes more money than live action drama, action and comedy films combined... Let's put some back into our own pockets. We are worthy!



Running for Executive Board:

EMILY WALUS

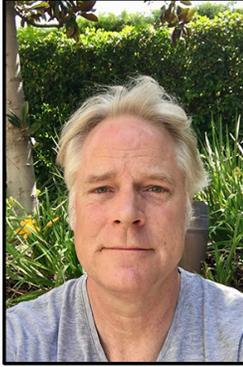
Currently serving as a Shop Steward

I am running for Executive Board to focus on tackling Side Letter N and improving communication and outreach to our members. I'm also here to listen to the more specific needs of our membership.

Growing up, the Solidarity movement was a common topic in our household: a Polish trade union that used civil resistance to advance worker's rights, social change, and liberate a country. I believe in our union: I believe in all of us. Workers — of all backgrounds — coming together are capable of incredible things!

I'm currently a shop steward at Disney TV, working as a 3D prop designer on a New Media production. I have participated in the District 2 Convention, am a TAG delegate for the LA Fed, and a co-chair on the Communication Committee. I hope to represent you on the Executive Board!

Thank you for your consideration!



Running for Executive Board:
ASHBY MANSON

My central focus will be the long term health of the guild, our finances, and looking after the interests and welfare of our membership. I would like to expand job possibilities into games and fx. The wage survey is an important tool in negotiations, I'll try to make sure it is available in a more useful form. I will listen to members who reach out to me. The next three years will likely be full of dramatic changes in our industry, it is important that we handle them strategically and with attention to detail.



Running for Executive Board:

ELISA PHILLIPS

Currently serving as a Shop Steward

I'm Elisa Phillips: A 5-year member of the Animation Guild specializing in character and color design. During this time I've realized how important it is to be continually improving and strengthening our union. I joined the Young Workers' Committee to meet and learn from other members. I worked with the Color Designers Committee to promote equal pay and status for color designers. I served as a delegate for the past two IATSE District 2 conventions (2018 / 2019). There I represented our members and discussed pay discrepancy among female-dominated crafts in the IATSE. I returned inspired to help establish the Political Action League and bring awareness to the IATSE PAC fund. And I plan to continue building relationships with our sister locals to spotlight issues exclusive to the animation industry. I am seeking your vote and support as an Executive Board member to continue my work as your advocate.



Running for Executive Board:

SPENCER KNAPP

Currently serving on the Executive Board

I've been on the executive board for two years and have participated in the last three negotiation committees. I'm proud of the work I have done to increase visibility of the Animation Guild. I'm also proud of the increased engagement within the union. I strongly believe the union should do everything it can to serve all workers involved in the creation and production of animation. I believe we will all be better served by increased membership and engagement.



Running for Executive Board:
JACK CUSUMANO

I've been a TAG member since 2011, but became more active in 2017. I had just become a father, and the world had begun to look scary, so I wanted to do my part to make a better future for my child. I've done color design, background paint, character layout, storyboarding, and animation directing, giving me a broad perspective of our industry. I was part of the successful effort to unionize Rick and Morty. I co-chair the Color Designer Committee, and ran the Color Is Design campaign with my wife during the last negotiation. My experience with these things taught me effective strategies for pursuing gains for our guild and expanding our guild's membership. Being a parent has made me passionate about fighting for the needs of fellow working parents. I'd like to put knowledge I've gained from these experiences to use for all of our members.



Running for Executive Board:

JASON MAYER

Currently serving on the Executive Board

I have served on the board for almost 5 years and was a shop steward at DreamWorks Animation prior to that. I have worked on 15 animated features in my 15 years in the guild and believe I bring a perspective to the board from both a 3d and feature background. I am very proud of the direction the guild has been heading in the past three years, one of modernization and embracing of new technology and would like to continue that work.

Thank you,

Jason Mayer



Running for Executive Board:

JORGE GARCIA

Currently serving as a Shop Steward

I have been an animator for the past 10 years, and a member of TAG for six of those. Having been a steward and a two-year delegate to the IATSE District 2 convention, I've seen a great infusion of member participation and engagement since I joined. It is important that we keep this momentum going. We have a tough battle coming in our next negotiations, and we must flex our union muscle if we want to get rid of Sideletter N. I aim to help foster further engagement. To ensure we protect our members and our gains, we need a strong steward program so EVERY studio has a resource for membership to voice concerns and receive guidance. I also support an updated member database and an official and secure forum for members to discuss and share.



Running for Executive Board:

LAURA HOHMAN

I have served in multiple positions on the board in the past 6 years. At this time, I feel I am ready to come back and really continue to ask hard questions and expect real answers. I care deeply about 839 and about this membership. I do have my own agenda, yet I want to respect and listen to local as a whole in the process. If elected to the Eboard, I will fight hard to do the following: Champion for Media is Media in the next negotiation, find a better way to communicate to our membership, revamp our Shop Steward program to be more effective, try to find ways to educate our own membership and grow our internal solidarity. I believe we should fill the Board with members who want to get things done and move our Union forward; Vote for me.



Running for Executive Board:

CARRIE LIAO

Currently serving as a Shop Steward

Hi membership! I'm Carrie Liao and I'm running for executive board! I've storyboarded in tv/feature, and while I love our industry, I've also seen the myriad ways in which artists have been taken advantage. Lines between job classifications shouldn't be blurred. Abusive tests should be abolished. Side-letter N shouldn't exist. Our members deserve this and more, but I won't make wild promises, except: since becoming a shop steward, I've seen the process. Shit is hard. Change can be complicated, slow, infuriating. But the important thing is to keep pushing forward, and as candidate for E-board I promise to do that. I cannot say things will change right away, but I'll be transparent. I'll care and I'll work hard for you. I'm inspired by the guild involvement we've seen recently, and—should I get elected—I'll be so excited to work with passionate members to hopefully turn our goals into reality.

PLEASE CONFIRM YOUR VOTING STATUS!

Your vote is your voice – we want everyone who wants to vote to complete all the steps necessary to be able to vote in the 2019 TAG elections.

In order to become a member in good standing of the Animation Guild, individuals must:

1. Completely pay all dues, fees, and assessments so that no monies are owed to the Animation Guild;
2. Complete and return a paper membership application form, and have that form successfully processed by the Guild office and our parent IATSE office in New York;
3. Once all dues and fees are paid, and all membership application processing is completed by *both* offices, individuals become members in good standing.

All of the above steps, including returning a completed paper application and having that application successfully processed by the Guild office and our parent IATSE office in New York, are mandatory.

Processing of membership applications does take time, and we want all those that are eligible to vote in the upcoming 2019 TAG Elections. Please act today to confirm your status!

If you are not an active member in good standing on November 8, 2019 by 5:00pm, your ballot for the 2019 TAG Elections will not be counted.

If you have a BLUE 2019 TAG Membership card, that indicates that you have been a member in good standing at some time during 2019. However, to avoid any doubt in your standing, please confirm that your membership account is fully paid-up, including 2019 Q4 dues that were recently billed, so you can be sure your ballot will count in the 2019 TAG Elections.

Please act as soon as possible to confirm your membership status with the Guild office, and if you choose, take any necessary actions to change your membership status.

The Guild office is available for questions by email at membership@tag839.org – and by phone during business hours at 818-845-7500.

2019 TAG ELECTIONS

IMPORTANT DATES TO REMEMBER

- October 21st** – TAG Elections Ballots mailed by
American Arbitration Association
- October 22nd** – TAG Elections Candidates Forum at Hulett Hall
(Refreshments at 6:30, meeting starts at 7 pm)
- November 8th** – Ballots due at American Arbitration Association
- November 9th** – Ballots counted at American Arbitration Association
- November 11th** – Election Results announced via e-mail
and at www.animationguild.org
- November 19th** – General Membership Meeting
(Refreshments at 6:30, meeting starts at 7 pm)
- December 3rd** – Executive Board Meeting
New Officers and Executive Board sworn in

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

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