

TAG COMMITTEES

TAKING CARE OF BUSINESS

Color Design **Queer TAG**
Committee **FAMILY AND** Committee
Storyboard **MEMBERSHIP** **ANIMATORS**
Committee **COMMITTEE** **COMMITTEE**
YOUNG WORKERS COMMITTEE
CONSTITUTION **Experienced**
COMMITTEE **Workers**
Political Design **Committee**
Action Committee **TESTING**
League **COMMUNICATIONS** **Committee**
WRITERS **COMMITTEE** **MEMORIAL**
COMMITTEE **COMMITTEE**

A lot of people think that the Animation Guild's Executive Board or office staff come up with job descriptions, decide what to bargain for and handle negotiations with employers, but that work is actually done at the committee level. While many E-Board members also take part in committee work and some of our hard-working staff serve as liaisons between the office and committees, it's rank and file members who make up the majority of our committees and they're the ones who are bringing new ideas and inspiration to educate and elevate our union.

The past three years have seen a reinvention of our Animation Guild committees. As member engagement has grown, so has awareness of

TAG COMMITTEES (continued on page 3)

IN THIS ISSUE

TAG Committees: Taking Care of Business	1
From the President	4
From the Business Representative.....	6
Field Rep Corner.....	8
Voting Revolutionized in LA County	10
Free Portfolio Review Day	11
The Member Party Is Moving in 2020	12
In Memoriam/Afternoon of Remembrance	13
March Gallery Show	14
Upcoming Events at the Animation Guild	15

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IATSE LOCAL 839

the issues that most of us face daily in the workplace. And as members get more informed and more involved, many of them choose to take an active part in the work that must be done to keep our union running effectively. We must negotiate with employers every three years, and that means we don't have time to sit back and celebrate when we make gains. The E-Board and office are constantly striving to keep abreast of member needs while we look to the future so that Local 839 can evolve with the changes in the industry, in our community and across the country.

Look back at the image on the cover of this newsletter: These are the Guild's active committees. Some of them have been around for a while, like the Testing Committee, which has been working on educating members about the influence they can have on changing the culture of testing in the industry. Did you see the recent feature on the subject in *Key-frame*? The Memorial Committee is preparing for the Afternoon of Remembrance, where friends and family will come together to celebrate the lives of those who were lost in the last year. Other committees have been formed more recently and are just starting out on their missions: Queer TAG is making plans to join with other IATSE groups in this year's Pride Parade and soon you'll be seeing the zine they're putting together.

Other committees have been formed to focus on craft-specific issues so that the Guild can be informed and prepared for next year's negotiations. The Storyboard, Design, Animators and Color Design Committees have been sending out surveys to gauge member concerns and collaborating on research and data collection before starting to draft proposals. Many of the activist members working on these projects will bring what they learn to the Negotiations Committee, and will train together in preparation for when we face off with employers to achieve our next collective bargaining agreements.

If you are interested in taking part in these kinds of activities – in making a personal impact on how our union moves forward and gets better and stronger – consider coming to a committee meeting. Most upcoming meeting dates are listed on the Animation Guild's website: animationguild.org. And you can find information and email addresses for committees at animationguild.org/committees/. If you don't see what you're looking for, you can ask questions and get answers by emailing committees@tag839.org. Committees are where important things happen, so don't miss out on the action and fun!

— *Paula Spence, Pegboard Editor*

FROM THE PRESIDENT JEANETTE MORENO KING



I spent a long weekend in Dallas taking the IATSE (International Alliance of Theatrical Stage Employees) Leadership Training course, Public Speaking & Telling Your Union Story.

I was expecting this class to be a little dry. I thought I would be crafting the story of 839 and the contentious history of its charter.

What I got was an intense, soul-baring two days of deeply moving personal stories on what motivates someone to join a union.

Gently led by Adam Wade, a vulnerable, smart, kind of nervous, funny regular on The Moth (<https://themoth.org/storytellers/adam-wade>), this room of mostly strangers learned to dig deep to find “why are we here?”

The room was mostly filled with union officers from right to work states. They came from locals that are under daily siege. They are at the forefront of the war on the middle class, defenders of our human right to live and work with dignity, putting their personal and professional relationships on the line.

We heard from a costume dresser from Austin who, before joining the union, knew she could go three days without sleep before she’d start hallucinating.

There was a stagehand who was raised in an anti-union household and resisted joining the union until she needed to, only to realize that if she had joined all those years before she would be more ready for retirement. She now says her family was wrong about unions.

The story that had everyone in tears was from the stagehand who was the oldest of seven brothers. He’d had a series of dead end jobs with little hope of making it out of poverty. He lucked into a job as a loader at the local arena for a contractor. Across the way he could see the union teams working in much safer, better organized conditions. He decided there and then that he wanted to join and worked very hard to get into the union.

Once a member, he became a role model to his family and eventually they also joined the local. He proudly said he was able to buy his mother a house. His whole family was lifted into the middle class and now have a means to retire when the time comes. Through long pauses trying to keep it together, he shared that he is now the first black board member of his local! A mix of gratitude and pride pouring out of him, we all were wiping away tears.


We all have our own union origin story. Maybe you helped unionize a studio after enduring employer abuses. Maybe you were one of the lucky ones whose first job was at a union studio but what is it that makes you stick around? Maybe you were raised in a union family and know first-hand the impact it can have on your quality of life?

Whatever your story is, I am proud to call you all my brothers and sisters and siblings.

TAG Tuesday!
LAST TUESDAY OF EACH MONTH

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

#tagtuesday • #tag839 • #animationguild

 **the animation guild**

FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



Negotiation Season has begun. While our agreement doesn't end until 2021, we must begin our preparations to negotiate a successor agreement with the producers. As we saw in 2018, your engagement is absolutely essential in order to achieve the best agreement possible! But before we get our seat at the table, several other unions will bargain with the Alliance of Motion Picture and Television Producers (AMPTP).

The Directors Guild of America began negotiations for a successor DGA-AMPTP Basic Agreement and Live and Tape Television Agreement on Monday, February 10. In a message to their membership, the co-chairs of the DGA's Negotiations Committee indicated that streaming services and the changes that have come to content distribution have been a focus of their research and work.¹

This marks the beginning of the negotiations cycle for the entertainment unions with the AMPTP. In the last three bargaining cycles, the WGA will bargain after, with SAG-AFTRA and the IATSE following. The DGA negotiations will set a standard of collective agreement adjustments that will inform the rest of the industry's discussions.

This is also the time when our focus must now turn to planning for our negotiations. Over the last three years, the Guild has worked hard to enforce the terms of our agreement. Through those efforts, we have identified discussion items that need to be addressed with the Producers. I expect to form the Negotiations Committee by this summer. It is important that the committee be a proper representation of the membership with as many of our crafts represented as possible.

Before the Negotiations Committee can be formed, it is important for our crafts to begin the work of identifying areas of the agreement that need addressing specific to the work they perform. At the March General Membership Meeting, I will be asking for Craft Group meetings to begin. The Craft Group meetings are essential as the members participating in those meetings will be laying the groundwork for the Negotiations Committee to build and bring meaningful, informed and articulate proposals to the bargaining table.

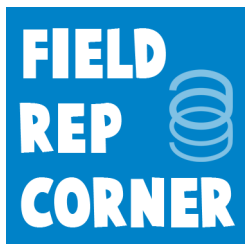
The effect of the level of your engagement in our 2018 negotiations cannot be overstated. A mobilized and active membership will always be an important factor in how the employers gauge our proposals and their response. Consider participating in the Negotiations Committee. Find and join your Craft Group meeting – Craft Group meetings, along with all our events, will be listed on the TAG calendar at animationguild.org. Continue to show the studios your union pride. Reach out to your Field Representative, Shop Stewards or Executive Board members on your crew to schedule TAG Tuesday photos, member events and activities. These demonstrations of solidarity help show the strength of our membership.

If you have any ideas or want more information on group meetings or committees, please feel free to get in touch with me at steve.kaplan@tag839.org. I look forward to working with you.

¹<https://variety.com/2020/film/news/directors-guild-contract-talks-amtp-1203492561/>



LOS ANGELES COUNTY
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WHY UNION POLITICS MATTER

One of the duties I have with the Guild is to act as the political coordinator for the union. It's how I became involved with the TAG Political Action Committee (PAL).

Late last year when I was going around on my field visits bugging many of you to participate in PAL's Post-It Note Show to raise money for the IATSE PAC fund, I noticed many members seemed puzzled and didn't understand why the union would participate in politics and raise money for a PAC.

Well, if you look at the history of labor unions in America, many of the rights we have now in the workplace are a result of hard-fought battles led or started by unions. The 8-hour day and 40-hour work week? Thank a union. Minimum wage? Thank a union. Child labor laws? Thank a union.

Some of these rights were long established through various acts of government, including the National Labor Relations Act. But despite these laws in place, they're fluid and open to interpretation and challenges. And that's where politics comes into play.

I recently attended the IATSE's Mid-Winter General Executive Board meeting (GEB), which included an afternoon training session titled "The Impact of Elections on Labor Law, Unions and Their Members." This was an intense two-hour overview of the current landscape of labor in the U.S. and focused on the impact of presidential appointments to the Department of Labor (DOL), the National Labor Relations Board (NLRB) and looked ahead to what's in store under this current administration.

For example, the current NLRB, which was set up to enforce U.S. labor law in relation to collective bargaining and unfair labor practices, is appointed by the President. The current NLRB is comprised of pro-management, anti-union appointees, including their general counsel. And recently appointed Secretary of Labor Eugene Scalia once argued on behalf of Walmart against a Maryland law that would have required the corporation to spend more health care money on its employees.

With these anti-worker appointments, we've seen decisions and policy changes by the NLRB and others that are meant to weaken unions. One recent decision ruled that private sector employers covered by the NLRB can ban some union insignia, such as buttons, in certain work areas. The board also recently reversed union election rules so that employers have more time to prepare for a union election and potentially develop plans to stop the unionization efforts. Can you imagine organizing a non-union studio and pushing for an election, only to have it delayed so that the studio employer could plan an anti-union campaign and use scare tactics to vote down unionization?

Whether you lean right or left, one the most important things you can do is elect someone who is labor union friendly; otherwise, your right to be a union member and protected by a contract is at risk!

For the last several months of 2019 and early into 2020, political representatives of Los Angeles-area unions have come together at the Los Angeles County Federation of Labor to interview local candidates running for city, state and national office and vote on endorsements. I was proud to represent TAG in these meetings and endorse candidates who have high marks when it comes to their positions – and for many their voting record – in favor of labor. The decisions made at the meetings I attended were then reviewed by the LA Fed's executive board and then sent to the House of Labor delegates, for which TAG has 10 delegates, for final approval. Some candidates who were first endorsed (or not) at the meeting and interview level, were pulled out and discussed prior to voting on their endorsements. This democratic process is put in place to help you – a union member – know who has your best interests when it comes to your work and representation by a union.

As we approach the March primary, it's important to know which local candidates have received labor's endorsement. You can find out by visiting the Los Angeles County Federation of Labor's candidate endorsement page at <https://thelafed.org/march-2020/>.

In solidarity,

Leslie Simmons

Field Representative/Political Coordinator

leslie.simmons@tag839.org

Call or text: 747.238.0287



L.A. County is improving how you vote!

VOTING REVOLUTIONIZED

L.A. County has upgraded from polling places to Vote Centers. Voters now have the option to cast a ballot in-person at any Vote Center in the County, and will now have 11 consecutive days to vote in-person at ANY Vote Center Countywide.

Vote Centers for the March 3, 2020 Presidential Primary Election open February 22-March 3.

For locations and hours visit:

LAVote.net



TAG 839 FREE PORTFOLIO REVIEW DAY

Sunday, May 31, 1-5 PM
The Animation Guild, Hulett Hall



**Interested in volunteering? Email
tagportfolioreview@gmail.com**

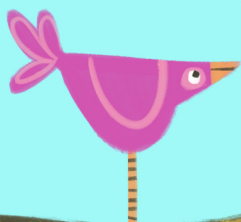


THE MEMBER PARTY IS MOVING IN 2020

Hello, Local 839 Party Lovers!

SAVE THE DATE:
The Animation Guild's
Annual Member Party
will take place
at the
LA Zoo on April 24th.

Keep your eyes on this space for more details!

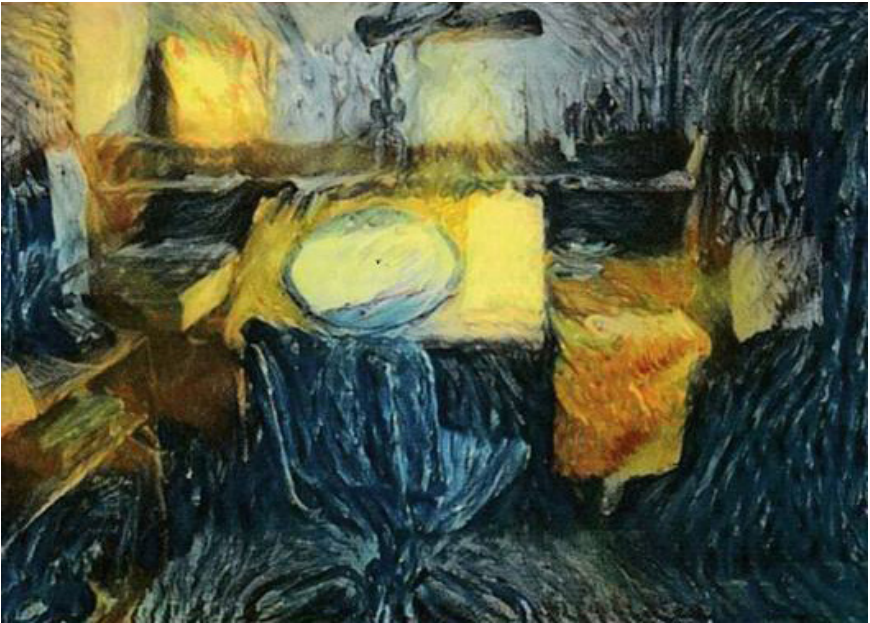


Don't miss out on Animation Guild events! Keep your contact information up-to-date and sign up for our e-mail list at <https://animationguild.org/about-the-guild/change-address/>. You can GO GREEN – and save the Guild printing and mailing costs – by choosing to view our TAG publications digitally rather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

IN MEMORIAM

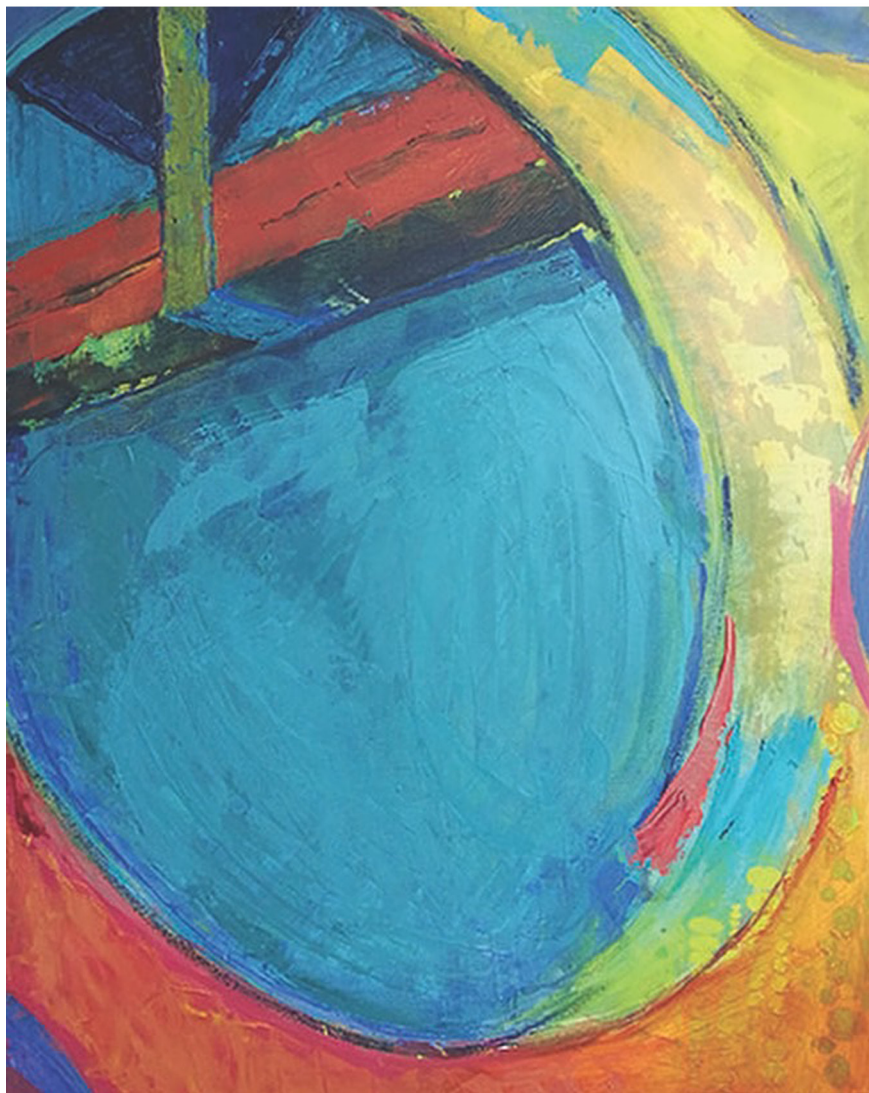
Paul Lewis passed away on December 24, 2019 at the age of 53. He worked as an Animator at Disney Feature, Hanna-Barbera, Turner Feature, and Rich Entertainment, and also wrote speculative and imaginative fiction.

Harry “Bud” Hester passed away on February 3, 2020 at the age of 91. He started his animation career in the 1950s at Disney, and worked there until the 1970s, when he began a twelve-year stint as Business Representative at the Animation Guild, then known as “The Motion Picture Screen Cartoonists”.



Please join us at the **Afternoon of Remembrance on February 29, 2020**. This yearly event takes place from noon to 5 p.m. at the Animation Guild’s Hulett Hall and honors members and other animation luminaries who passed away in 2019 through memorials given by family and friends. Refreshments available at noon; memorials start at 1 p.m.

March at Gallery 839



Hints and Elipses

glass and paintings by

Cristi Lyon

March 6-27

Reception

Friday March 6, 6:00 - 9:00 p.m.

Gallery 839

At the Animation Guild, Local 839, IATSE

1105 North Hollywood Way

Burbank, CA 91505

Monday - Friday, 8:30 a.m. - 9:00 p.m.

UPCOMING EVENTS AT THE ANIMATION GUILD

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

February 26th – Panel Mixer at The Colony Theater
Championing Diversity Within the Animation Industry
RSVP at animation.luminaries.eventbrite.com

February 27th – Writers Committee Meeting, *Hulett Hall, 7 p.m.*

February 29th – Afternoon of Remembrance
Refreshments at noon, memorials from 1 to 5 p.m.

March 7th – Gallery 839 – New Show Opening, 6-9 p.m.

March 17th – Testing Committee Meeting, *Hulett Hall, 7 p.m.*

March 19th – Design Committee Meeting, *Hulett Hall, 6:30 p.m.*

March 31st – TAG Tuesday – Wear your TAG T-shirt to work!

March 21st – General Membership Meeting
Refreshments at 6:30, meeting starts at 7 p.m.



Memorial Committee members Silvia Pompeo, Yvette Kaplan, Anne Marlborough and Co-Chairs Tom Sito and Eugene Salandra got together on February 12th to finalize preparations for the Afternoon of Remembrance, which takes place at Hulett Hall on February 29th. Ray Kosarin took part via video chat thanks to Eugene's deft one-handed spaghetti twirl, and Yvette brought her laptop to manage a spreadsheet that keeps organized the details of the nearly 70 honorees who passed away in 2019.



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