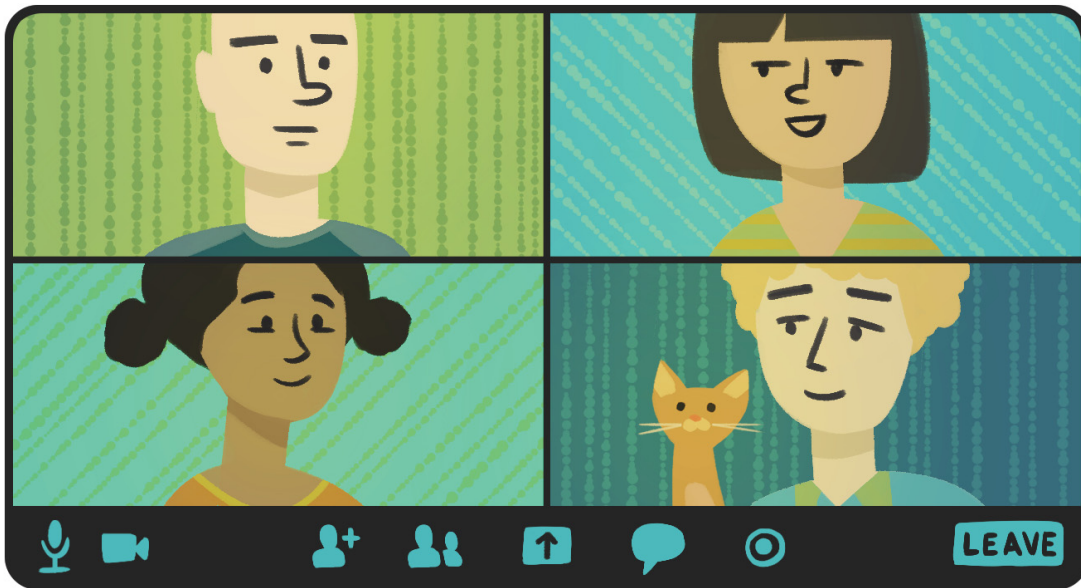




DESPITE A FULL PLATE, CONNECT WITH OTHERS



The Pegboard is late this month. Not sure if anyone will notice it's late, but by the time this May issue hits mailboxes it may already be June. There were missed deadlines and procrastination involved, but the main problem was just finding the time to work on gathering and creating the newsletter's content and putting together the layouts for both print and web versions. Everyone involved has a pile of pressing concerns on their plate, which are made all the more difficult by still having to find ways to work around the issues of closed offices, remote access, video conferencing, finding toilet paper and, in many cases, also caring for kids.

And still, we should remember that we are the lucky ones! In an entertainment industry that has virtually shut down since Stay At Home orders were put into effect in mid-March, animation is going strong. Studios are hiring and though schedules may have been adjusted to address the difficulties of working remotely, we still have deadlines to meet and deliveries to make. Even though we're free of the daily commute, it seems like we're spending more time than ever at work. And since we're not

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IATSE LOCAL 839

sure when we'll be going back to "the office," now might be a good time to remind ourselves to take a moment for something that isn't WORK. We're a long way from Thanksgiving, but that doesn't mean we can't be thankful for what we've got – good health, a paycheck, a place to live and work, getting to meet our coworkers' cats on Zoom – and look outside ourselves to connect with others, whether they're family, friends, colleagues, neighbors or someone related to us through membership in the IATSE.

Last month's issue of the Pegboard included mention of IATSE C.A.R.E.S. (Coronavirus Active Response and Engagement Service), a new initiative designed to provide support to IATSE members in need. IATSE C.A.R.E.S. creates a buddy system that pairs up members in need with a volunteer who can check in with them, and healthy IATSE Young Workers can also volunteer to deliver groceries, supplies and whatever else an older member may need while they're staying safely at home.

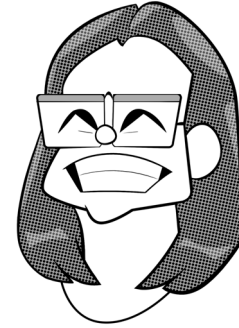
When the IATSE first sent out the call for volunteers, I signed up and spread the word to fellow TAG members who I knew were looking for a way to help those less fortunate than them. It took a few weeks, but in mid-April I was matched up with a buddy – a member of Local 600 who was feeling a bit isolated on her ranch while she's not working. I reached out by email at first, and then we scheduled a time to meet on a Saturday morning via video call. I don't know how IATSE C.A.R.E.S. buddies are paired, but I never expected to make such a fun and rewarding connection to anyone on a "blind date" like this – I have a new friend! Now we both look forward to our Saturday morning meet-ups, where we get to know each other better, talk about our animals, families and work, share tips for painting with watercolors and catch up on the week's happenings.

We all have enough on our plates without signing up for more, don't we? I know I do. But one point of the IATSE C.A.R.E.S. program is to remind us of the huge union family around us – we really are all in this together. We can and should support each other in times of need and times of prosperity . . . that's what gives us strength and solidarity.

I've had such a great experience with my IATSE C.A.R.E.S. match-up that I was a little worried it might not be so good for everyone and I reached out to other volunteers to ask about it. Some hadn't been paired up yet, but I got this from E-Board member Emily Walus: "Signed up for IASTE C.A.R.E.S. in March — got matched with someone today! We talked for a little bit, lots of tea was spilled, 10 out of 10 stars. Would recommend signing up." Try it: <https://iatsecares.org/>.

— *Paula Spence, Pegboard Editor*

FROM THE PRESIDENT JEANETTE MORENO KING



When I came into office on TAG's Executive Board, one of my goals was to provide more opportunities for face-to-face interactions between members. I want to know each and every one of you and create an environment where all members can get to know each other better. I hope to build community and connectedness in our corner of this large industry.

One of my union fantasies is to have a union hall where members can just drop in and visit. We would provide refreshments, maybe some games, music, and a place to just hang out. I pushed for TAG to start hosting mixers so that members could have an opportunity to get to know each other in a relaxed, festive environment and we had some success with those. We started hosting Lunch-and-Learns and panels. My predecessor, KC Johnson, activated our robust committee system that is yet another way for members to interact and push towards common goals.

We hired staff to communicate with our members. Our Field Rep, Leslie Simmons, keeps up a rigorous schedule of studio visits. She's approachable, fun-loving, and union tough. Our Director of Communications and Content and Keyframe Editor, Alexi Drosu, has made sure our message gets out to our wider membership, our local community, and to the industry press. She succeeds at gently and conscientiously herding us cats into a cohesive and coherent voice while getting the word out about the variety of events planned at the Guild. And I can't forget Paula Spence, who is not only our Recording Secretary (a job more important than the presidency), but also the editor of The Pegboard. The E-Board had almost cut producing our little newsletter but Paula saved it by expanding it and making it look better than it ever has. I am hearing more feedback about The Pegboard than I can remember. It encourages discussion among members on what is currently on everyone's mind.

Unfortunately, the pandemic outbreak has put the brakes on our in-person efforts. Guild leadership has been doing what it can to get back on

track with reaching and connecting to our members. Like most companies, we're moving to the virtual union meeting hall.

The Executive Board has continued having our monthly meetings through Zoom. Committee meetings are also being held in the virtual space. Leslie is holding Zoom studio visits and Shop Steward training and check-ins. Alexi has been busy figuring out how to best meet our members, exploring virtual panels and Lunch-and-Learns. I can't wait to see what she comes up with. We are currently planning our first virtual General Membership Meeting and are trying to figure out what that will look like. You can be a part of that on May 26th if you register ahead of time at: https://us02web.zoom.us/webinar/register/WN_CXnF0_fIQfi_SIGCRIC3fg.

For my part, I have started a weekly Zoom Question & Answer and general discussion meeting called Office Hours. I, along with our Business Rep, Steve Kaplan, and a weekly guest will field questions from attending members. We'll start with a particular topic in mind but will go where the discussion takes us. It takes place every Friday from noon to 12:30 p.m. We've had four successful Office Hours sessions so far and I look forward to the future! Keep an eye out for future announcements and RSVP opportunities.

When this pandemic lifts, I look forward to making my dream of a TAG union hall a reality but until then we have our virtual spaces to connect with each other.

In safe and distant solidarity,

Jeanette Moreno King

President

The Animation Guild, IATSE Local 839

jeanette.king@tag839.org



FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



We are living in uneasy and unprecedented times. The state, county, and city have mandated that we stay at home, only leave for essentials, and protect ourselves when we do leave. The pressures of work and anxiety of our new reality are present and it is important to remember to prioritize taking care of yourself..

We have been quarantined at home for weeks and some people are reaching their limit. As we enter into “Phase 2” of the Safer At Home orders, the news is reporting that people are visiting beaches in large groups, and even protesting the Safer At Home orders to city and state officials. The prospect of a slow return to “normal” can be difficult to process.

Please continue to respect the Safer At Home orders to keep you and your families safe. COVID-19 spreads through close interaction with people. Social distancing is an important step in keeping yourself healthy and safe. When you do leave the house, please adhere to local recommendations—always wear a mask over your mouth and nose to avoid breathing in any micro-particles of saliva from others. Wash your hands with soap frequently to ensure they are free of germs and viruses. If you are feeling ill, please stay home and be sure to contact your physician by email or phone to discuss your options.

If you are feeling anxious or in need of mental health support, please visit our Mental Health and Social Distancing page on our website: <https://animationguild.org/covid-19-resource-page/mental-health-social-distancing/>. It is just as important to address your mental health as it is your physical health. Everyone manages the effects of staying at home either alone or with loved ones, friends, and/or family differently and for those who are struggling there are many resources available to you through the health plans and industry relief organizations. Please prioritize your mental health as much as your physical health.

It is important to realize that while there are plans to attempt to bring business back and live in this new reality, the state, county, and city are all doing so in measured steps that rely on monitoring the spread of the virus. Discussions have been taking place at the Joint Labor-Management Safety Committee regarding what returning to work means for the Motion Picture and Television industry. We have started to circulate a document to Guild leadership, shop stewards and craft representatives asking what a safe animation studio would look like. We will take that document to the employers to discuss what our industry needs, and how our ideas can supplement any state, county, and city health directives for reopening office environments.

In the same way the public leaders, the Guild and employers are keeping abreast of the situation, you need to be monitoring your health and relying on the support structures available to you.

In Solidarity,

Steve Kaplan

Business Representative

The Animation Guild, IATSE Local 839

steve.kaplan@tag839.org



FROM THE EXECUTIVE BOARD EMILY WALUS



In the past few years, it seems like for every one political dumpster fire that got put out, 10 more would appear: this continues to encourage my ever present anxiety, panic, and much internal yelling. I've learned to deal with this, now seemingly perpetual, way of life by finding ways to distract myself: I throw myself head first into a hobby or a project or a cause. Is it a healthy coping mechanism? That's unclear. But I know that if I stand still, too much time is wasted being upset about how I cannot control or solve problems that are so much bigger than singular, little 'ol me. I can dwell on the fires, but they'll continue to burn regardless.

But what I've also learned is that I'm not alone in my feelings of frustration: from conversations with friends, passing mentions of coworkers, and even on the social media accounts of strangers, there are others who want to put out the fires, too. So when I got an e-mail a few weeks back that my presidential candidate of choice was suspending their campaign — bummer — what followed the disappointment was a renewed sense of action. Within that e-mail was a suggestion: Divert the money you would have donated to the campaign to a workers' relief fund instead. There were dozens of links in that e-mail. I could donate a few dollars here and there, but it just didn't seem like enough. Doing more meant that I couldn't do it alone; I needed help.

I had seen fundraising zines being done before amongst fellow artists. Why not try it too?

The hardest part of organizing this zine was taking the initiative to reach out for help with that first message; I sent out dozens of messages throughout that first week, and every moment was filled with worry. I had never done something of this scale before! What if it's a dumb idea? What if everyone says no? What if make a mistake, and I let others down? But with every e-mail and DM and text I sent, a little bit of my worry melted away. The anxiety got a little less, the panic quelled, and the internal yelling quieted.

I got over 30 yeses, and, 3 weeks later, the result is a beautiful, 50 page collaboration with a lot of learning along the way. I opened inDesign for the first time, learned to tackle graphic design problems, improved my digital communication, and even dipped my toe into learning how to effectively market online. I've even been contacted by another IATSE Local wanting to collaborate on a future fundraising effort. All of these skills and connections are applicable to my animation industry career!

Your project can be anything you want it be, for anything you feel passionate about — All it takes is one e-mail, a DM, or a phone call. At worst, you'll just receive no reply at all, and that's okay! At best, you'll make something great, and maybe it will inspire other projects like it.

In the first 3 days alone, we raised a total of \$1500 to be donated to six COVID-19 worker relief funds, and that number went higher as more people learned about the project and shared the link. I hope the amount we raise continues to grow, but I'm going to need your help!

You can get your copy of the zine and find out more about the six worker relief funds that will benefit at <https://gumroad.com/stayhomezine>, and help spread the word!





the animation guild

IATSE LOCAL 839

Dear Fellow Members,

We hope this message finds you healthy and safe.

The coronavirus pandemic has forced almost the entire membership of the IATSE out of work. The Animation Guild may be the only IATSE Local whose membership has not suffered significant job loss due to the pandemic. In fact, studios are actively hiring, and our total membership has actually increased since the last quarter.

In response to the pandemic's devastating effect on the entertainment industry, the General Executive Board of the IATSE approved a waiver of the "Per Capita Tax" that locals have to pay for the second quarter of 2020. The "Per Capita Tax" is the portion of your quarterly dues (\$57) that is paid directly to our parent union. This quarter the Guild owed a "Per Capita Tax" on 4,332 members which amounted to \$246,924.00.

The Executive Board of the Animation Guild met in a special meeting on April 27, and determined that we as a community should pay forward these unexpected funds as follows:

- \$200,000 to the MPTF Covid Relief fund dedicated to all IATSE members
- \$10,000 to Labor Community Services in support of their efforts to bring food to union members

It is important to stress that our members have access to both these resources along with all the other California locals. You can learn more about the MPTF Fund for IATSE members here: <https://mptf.com/covid-19-relief-funds/#iatse>. You can learn more about Labor Community Services here: <https://thelafed.org/labor-community-services/>.

The remaining \$36,924 will be used as seed money for the creation of the Animation Guild Foundation to provide altruistic and supportive aid and grants directly to our members.

We felt it was important to stand by our fellow locals in this extraordinary time as we would hope they would stand by us if the situation was reversed.

Please stay safe and healthy.

The Executive Board of The Animation Guild

COVID-19 Emergency Relief Fund



mptf.com

MPTF IS HERE TO PROVIDE ASSISTANCE TO THE BROADER ENTERTAINMENT INDUSTRY DURING THIS DIFFICULT TIME

We provide temporary financial assistance for needs created or complicated by the COVID-19 pandemic. We can help with issues including health insurance, mental health assistance, rent, food, and other essentials. Please know that our eligibility requirements have been broadened so that we may be of assistance to the most people possible. We are here for you.

MPTF IS PROUD TO ASSIST IATSE MEMBERS DURING THIS TIME OF UNCERTAINTY

We thank IATSE International President Matthew Loeb and the IATSE Executive Board for trusting us, The Actors Fund, and Actors Fund of Canada to take care of their members during this crisis.

“These charities have been assisting and supporting IATSE members and entertainment industry workers for a very long time,” Loeb said. “They understand the needs of these workers, and, are perfectly situated to act as our partners to help those experiencing hardship caused by the current health crisis.”

If you are an IATSE member in need, please call our intake line at 323-634-3888 for assistance.



COVID-19
Emergency
Relief Fund



The Behind the Scenes Mental Health and Suicide Prevention Initiative, in partnership with HelpPRO, announces the launch of the Entertainment Industry Therapist Finder: <https://www.helppro.com/EITF/>. The Finder only includes listings for mental health professionals who have previously worked with clients in the entertainment industry or who have personal professional experience in the industry themselves.

Users are able to search for a therapist using a simple search form which includes location, insurance accepted, what areas the therapist specializes in, and therapist availability such as whether they see clients remotely or on nights and weekends. An advanced search is available which also includes such criteria as theoretical approaches, credentials held by the therapist, specific populations they have experience with, and languages spoken. Both searches indicate whether the therapist is accepting new clients.

The Entertainment Industry Therapist Finder has been developed in response to an industry survey conducted last fall. The results revealed just how prevalent the problem of finding therapists who understand something about the unique culture and stresses of the entertainment industry is. Many respondents expressed frustration with therapists who consistently made suggestions that were unrealistic given the long working hours and employment challenges so many in our industry face. They also expressed the difficulty of scheduling appointments with therapists who kept only 9 to 5 office hours.

If you know of a therapist with the required experience, please tell them about the finder and ask them to register at btshelp.org/therapist_registration or email their contact info to mh@btshelp.org and we will reach out to them. We will continue to actively recruit therapists for the finder that meet the industry's needs.

Behind the Scenes has come together with other concerned organizations and individuals to create the Mental Health and Suicide Prevention Initiative. A series of tools and resources has been developed to not only help you but also assist you in helping your colleagues. Find links to resources, the online self-assessment tool, and information about the initiative and programs at btshelp.org/mentalhealth. Follow @BeScene_BTS for more information.

In solidarity,

Team IATSE

MENTAL HEALTH AWARENESS MONTH

May is Mental Health Awareness Month and our friends at Behind the Scenes Mental Health have launched Be Scene – Be Heard, a 24/7/365 anonymous, peer-to-peer chat app for entertainment professionals.

It can be hard to talk with family and friends about how you're feeling, especially now when you want to be strong for others because that's what you do – you're used to taking care of things. Sometimes it's easier to talk to people who don't know you, but who can relate because they're in this industry too. Maybe you're doing pretty well but you'd be willing to help someone else just by listening and offering a few words of experience.

That's why Behind the Scenes has partnered with iRel8 to launch Be Scene – Be Heard an anonymous peer-to-peer chat app just for our industry. The app is available Wherever you are, Whenever you need it, for Whatever is on your mind. Join now and receive free access through July 2020. After that it's just \$0.99 cents a month - a less than \$12 a year investment in your mental wellness.

To start you will find a "room" for general conversation and one for industry resources. As participation grows, sub-groups will be formed for more focused discussion on topics such as, but not limited to: anxiety and depression, staying sober, women in the industry, bullying and harassment, etc.

We hope you will join this new online community specifically for our industry to turn to, ask for, or provide assistance, insight, comfort, and support. Please join us today at <https://irel8.org/behind-the-scenes-irel8-invite/> and Be Scene – Be Heard!

A promotional graphic for the 'Be Scene - Be Heard' app. The background is a dark blue gradient. At the top, the title 'Be Scene - Be Heard' is written in a large, bold, yellow sans-serif font. Below it, 'Entertainment Industry' and 'Peer-to-Peer Chat App' are written in a white sans-serif font. Further down, 'Anonymous • 24/7/365' is written in a smaller yellow font. In the bottom left, there is an image of a hand holding a smartphone displaying a chat interface. In the bottom right, there is a graphic of a lit lightbulb inside a metal cage. Centered at the bottom is the website 'btshelp.org/chat' in a large white font.

Be Scene - Be Heard
**Entertainment Industry
Peer-to-Peer Chat App**
Anonymous • 24/7/365
btshelp.org/chat

TAG & WIA JOIN FORCES TO SUPPORT WORKING CAREGIVERS

For the last three months, the Animation Guild and Women in Animation have been meeting regularly with a group of advisors, including human resources leaders and childcare advocates, to discuss the need to support those who are juggling caregiving with the demands of work.

These initial meetings inspired our two organizations to work together to encourage equality and flexibility in our industry and support the animation community as we navigate this unprecedented time. Through this initiative we hope to:

- Address re-entry into the workplace and how to best support caregivers
- Champion a cultural shift in the workplace to improve work/life balance
- Identify best practices and policies

As the pandemic continues to impact our community and we begin the process of transitioning back to the office, caregivers will bear the biggest burdens with cancelled summer programs and continued school closures. Moreover, statistics reveal that about 20 percent of childcare centers have gone out of business so there will be additional strain on families to find reliable care of support.

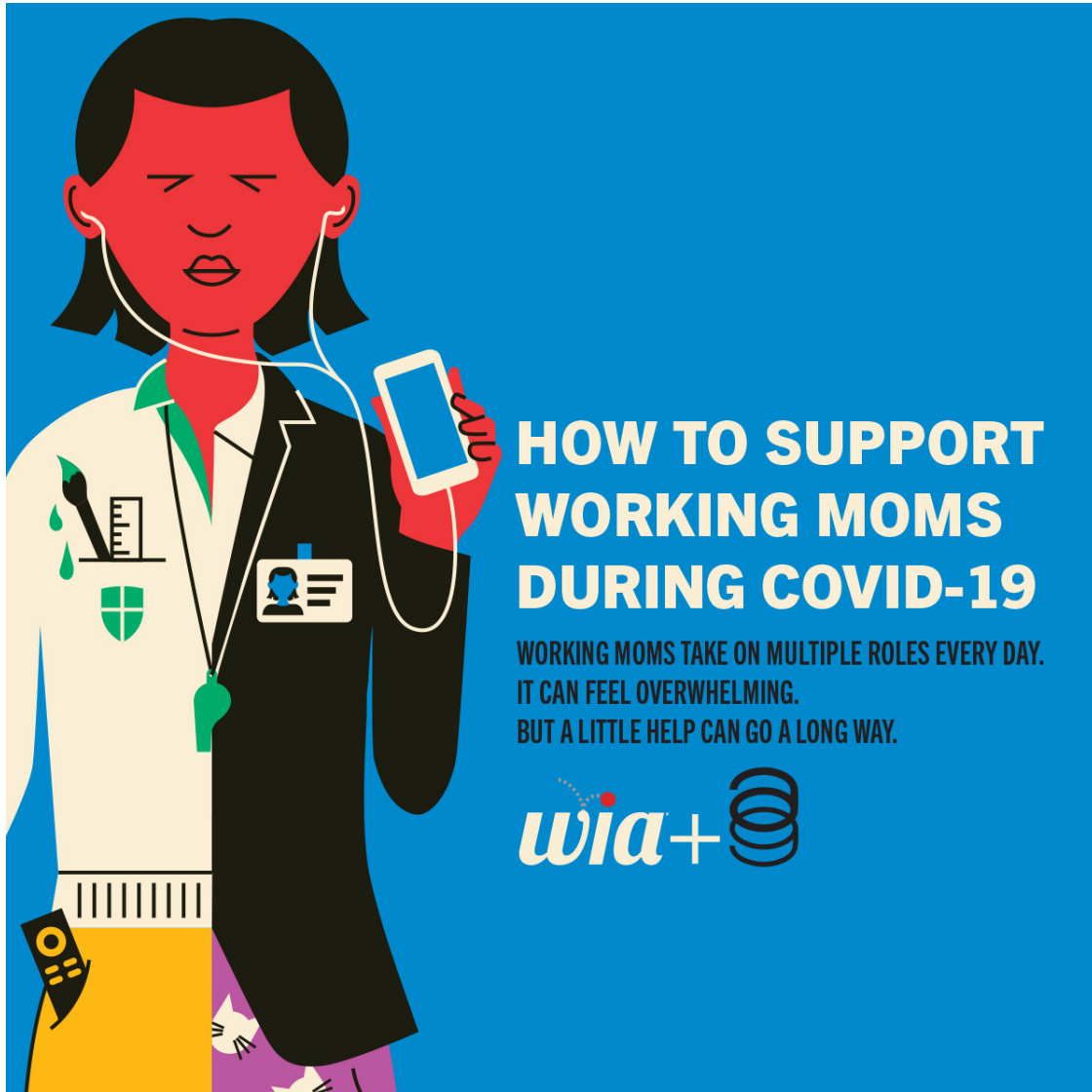
Our collaboration with WIA aims to address some of these needs and work toward productive solutions that can be shared broadly. Recently, we released a social media campaign in honor of Mother's Day on How to Support Working Mothers During COVID-19.

Future posts will cover the topics such as balance, flexibility, empathy, and supporting a culture shift. We're excited to share what our industry is doing well in support of our working caregivers and to project paths forward.

We believe that the WIA/TAG Initiative will give a unified voice to our working caregivers and empower us all to build a better animation industry—one that is more inclusive and more resilient than ever before.

You can check out resources on the Family and Membership page at <https://animationguild.org/covid-19-resource-page/familyandmembership/>.

The Family And Membership (FAM) Committee is dedicated to outreach, advocacy, and member activism, while also providing a community and resources in support of member and family wellness. If you're interested in joining in the effort, contact committee chairs Kristin Donner and Kyle Neswald by emailing animationisfamily@gmail.com.



Animation Guild Committees are meeting via video conference calls while we're all working from home. If you've thought about it in the past but never joined, now might be a good time to try out a meeting with a group who is working on something you're passionate about. Check out a list of committees here – <https://animationguild.org/committees/>. You can read about each committee's mission and goals, and there are handy links to send a message to find out more or ask about the next meeting.

TAG MEMBERS GET BUSY BEYOND WORK!

Paul Schoeni, a visual development artist at DreamWorks Feature Animation, knows something about kids and it's not just because he's spent the last 15 years working on animated films for children. So it doesn't come as a surprise that when we received orders to shelter at home, he began thinking about ways to help young adults and children cope in a positive way. That's why he and a group of about 35 artists created the Good Things Coloring Book. Read more about it at the new Keyframe website (<https://keyframemagazine.org/2020/05/18/color-them-happy/>) and download a copy of the coloring book at <https://www.paulschoeni.com/good-things-coloring-book>.



Chogrin Muñoz (a.k.a. Joseph Game) is an artist & storyteller from Guayaquil, Ecuador. He has been calling LA his home for the past 10 years. Chogrin has worked in the animation industry on hit shows like *Adventure Time* and *Regular Show* at Cartoon Network and *Big City Greens* at Disney TVA. Apart from his 9 to 6 animation gigs, Chogrin has had his artworks featured in over 50 art galleries & publications around the world. He recently designed Guru del Toro, a vinyl toy crafted in tribute to Guillermo del Toro and his filmography, which was approved by the director himself. The figure is available through Unruly Industries at <https://unruly.sideshow.com/collectibles/chogrin-guru-del-toro-maestro-of-monsters-unruly-industries-700115>.





KIDS ENTERTAINMENT PROFESSIONALS
FOR YOUNG REFUGEES

KINDRED SPIRITS 2020

KIDS MEDIA FUNDRAISER FOR
UNICEF COVID-19 RELIEF

MAY 20 - JUNE 20

DONATE TODAY AT
WWW.KEPYR.ORG

ART BY RICK PINCHERA

IN MEMORIAM

Animator, story artist, writer and director **Rob Gibbs** passed away suddenly from a heart attack on April 23, 2020. Rob worked as an assistant animator on *FernGully* and *Cool World*. He started his career at the Walt Disney Company in 1995 as a writer on *Pocahontas*, and worked in features and TV across various crafts before joining Pixar in 1998 as a story artist and writer. Since then he had worked on most of Pixar's major film projects, and wrote and directed most of the *Cars* short films, *Mater's Tall Tales*. At the time of his death, Rob was co-directing his first feature film, *Hump*.



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/>.

UPCOMING EVENTS AT THE ANIMATION GUILD

FRIDAYS, Noon to 12:30 p.m.

TAG Office Hours

Reserve your spot: RSVP@tag839.org

May 25th

Contract Holiday: Memorial Day

May 26th

TAG Tuesday

Wear your TAG T-shirt and share your solidarity on social media while we work at a distance!

May 26th, 7 p.m. via Zoom Webinar

Virtual General Membership Meeting

Register ahead of time to save your spot and receive meeting link:

https://us02web.zoom.us/webinar/register/WN_CXnF0_fIQfi_SLGCRIC3fg

June 30th

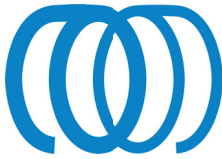
TAG Tuesday

Wear your TAG T-shirt and share your solidarity on social media while we work at a distance!



TAG Committees are meeting via video conference calls!

Find the latest details on upcoming Committee meetings on the Animation Guild's website: <https://animationguild.org/>



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