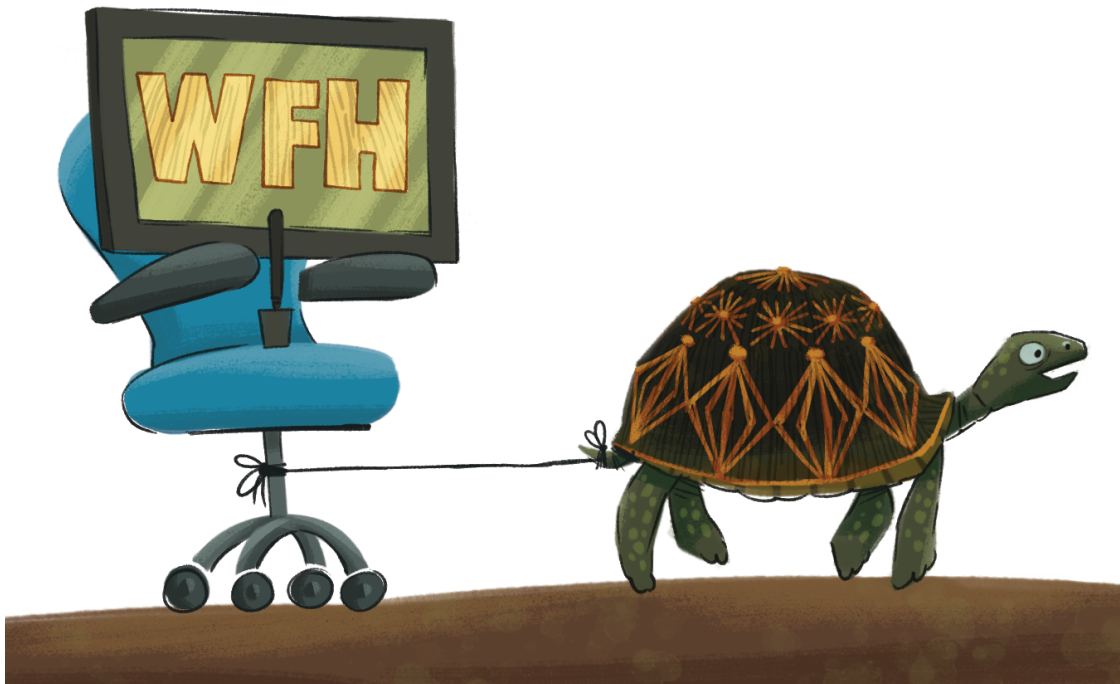




FULL SPEED AHEAD... READY FOR THE LONG HAUL



Last month's Pegboard focused on caring for ourselves and connecting with others. At this point in our new reality, it actually seems strange – for me at least – to leave the house. Many of us don't have to travel far between breakfast and our workspace. And it's awfully easy to spend more than the usual amount of time at work, whether we do that work at our desk or our kitchen table or even on our couch.

At this point, three months into our new Work From Home normal, most of us have found our grooves and are churning out work at something close to the usual rate. Of course, having to care for kids at the same time makes things more complicated for parents; that's a discussion for a future issue. Now that we're settling in, let's make sure that we look around ourselves and make sure that what we're doing is sustainable. Do you have a workspace that is comfortable, where you can put in a full

READY FOR THE LONG HAUL (continued on page 3)

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the
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guild**

IATSE LOCAL 839

eight hours and then get some distance from your work and enjoy some refreshing personal time? Are you getting enough exercise to keep your body strong and your mind clear and alert? Lots of people have used the time at home to explore cooking. Aside from that sourdough starter, are you making nourishing meals that fuel your day? And, are you taking the breaks your eyes, brain and body need to be productive?

Our studio partners are all working on their own to come up with a plan for getting back to business as usual, and we need to think about the same kind of thing. At this point in time, we don't have official word from any studio about their plans, and some rumors point to our being in this Work From Home situation for the long haul . . . even into 2021. So until we learn more, we need to just move forward as we have been doing and be ready to continue working remotely until our studios make their plans and call us back to safely work in-house.

We're moving into a different phase of this shutdown, as businesses around us have already started to reopen while we continue to do our work safely at home. Now is the time for our members to make sure that they've got what they need to continue working from home—the equipment, tools and access they need to do their work or ergonomic work stations that will allow us to healthfully sustain the rigorous pace that for many is even more difficult to achieve when working remotely. When we're working in our living spaces, meetings can be more time-consuming than they are in-studio, and caring for family can force extended work hours as parents split shifts to tag team childcare.

Since we all went home in mid-March, we've heard from members that some studios have not been as diligent as others in supplying the equipment needed to do their jobs out-of-house. If that's the case for you, please get in touch with our Business Representative, Steve Kaplan, at steve.kaplan@tag839.org. Steve has been working with several of our employers on their policies for equipment loan and expense reimbursement. While studios aren't exactly advertising those policies to employees, most have a general plan in place and will accommodate individual requests when reasonable and necessary. Some employers have even started to pay a weekly or monthly stipend to reimburse workers for the use of their internet connections and personal software and equipment.

Now is the time for TAG members to assess their situations and prepare for a longer haul than we initially expected. Let's talk more about what we need and how to pay for it. Full speed ahead!

— *Paula Spence, Pegboard Editor*



**FROM THE PRESIDENT
JEANETTE MORENO KING**

**FROM THE BUSINESS REP
STEVE KAPLAN**



IT'S TIME TO ACT!

Black Lives Matter. They did yesterday. They do today. They will tomorrow and forever after. We don't want to be the kind of organization that makes a statement of solidarity then does nothing to change the landscape of social justice. Over the last few weeks, we have had many conversations with our black Animation Guild members, and they have generously shared their thoughts and experiences with us, offering insight into the challenges they have faced and continue to face.

These discussions are inspiring action—sustained action that will strive toward dismantling systemic racism in our industry.

So, what would sustained action look like? We need to create a way for members to easily report a racist action to the Guild and outline the steps we can take to address a complaint. We are actively working on how we can address these reports so that we can protect our members as best we can.

Education is a powerful tool. Let's normalize conversations about race and not be afraid to ask questions. We are committed to providing opportunities for Animation Guild members to have these important discussions and learn from knowledgeable experts about important topics such as unconscious bias, race relations in media and film, and more. We are working on planning events that will tackle these topics over the course of this year.

Establishing opportunities for black artists and writers to be mentored is another area that needs to be strengthened. Whether it's an elementary school child who doesn't know that animation is a path they can pursue or a working storyboard artist who needs an advocate to guide them on the path to becoming a director, reaching out and creating opportunities for success are imperative to making our industry more inclusive.

We have started conversations with studios to create a virtual learning library that will showcase useful, educational examples such as scripts and storyboards, so that artists can access and learn from these tools, especially those coming from the most vulnerable communities.

These are only a few ways the Guild can play an important role in supporting our current black colleagues and making sure aspiring black artists will have opportunities in the future. We are here to learn and to take suggestions as we move forward on this journey together. We would gladly accept your help in these efforts. Please reach out to us at membership@tag839.org and let us know you want to participate.

In Solidarity,

Jeanette Moreno King and Steve Kaplan

Jeanette Moreno King is President of
The Animation Guild, IATSE Local 839
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Steve Kaplan is Business Representative of
The Animation Guild, IATSE Local 839
steve.kaplan@tag839.org



the animation guild

IATSE LOCAL 839

Dear Animation Guild members,

Earlier this week, The Animation Guild expressed its unequivocal support of Black communities over social media; however, we felt it crucial to take a deeper dive into this painful topic and the ways in which our union can do better.

We are profoundly saddened and outraged by the senseless killing of George Floyd and condemn the ongoing discrimination and persecution Black Americans face at the hands of their fellow Americans. The list is long and includes Breonna Taylor, Tony McDade, and Ahmaud Arbery, along with countless others. We cannot stand by and watch hatred prevail but instead stand in solidarity with Black people to break down the barriers of inequity and institutional racism.

Members of law enforcement cannot be allowed to act with impunity and perpetuate fear in communities of color. Black people should feel safe in this country and protected from race-fueled profiling and violence. We must all take action to end these tragic outcomes because doing and saying nothing makes us complicit in these injustices.

The effects of racism do not stop at the animation studio door, and our union can and must do more to counter them. For far too long, the labor of education and activism has fallen heavily, if not exclusively, on our Black animation kin. It is overdue for those of us with privilege to take on this labor—emotional, mental, and physical—through addressing our own ignorance, harmful actions, and unconscious biases.

We call upon Animation Guild members, especially those in positions of seniority and hiring power, to take a hard, honest look at the compositions of their crews and to take a stand regarding hiring choices. Of course, it is not enough just to hire Black artists. We must give them clear pathways into leadership positions if we truly want to see change in the industry. Furthermore, our membership must have difficult conversations

with loved ones and coworkers who have previously been given a pass. We encourage our signatory studios to do the same and look forward to future mutual discussion and action in this regard.

We must engage Black artists and offer productive opportunities for dialogue. We must not be complicit in their marginalization. We must provide an environment so that Black artists and writers feel welcome to participate in union activities as well as lead them.

Our work begins by reaching out to Black members of the Animation Guild community to hear their voices and learn from their experiences. We are in the process of organizing a virtual forum inviting Black members to share their experiences and begin to create stronger bonds within our industry and our union. Additionally, we are providing union resources to a growing TAG group organized and led by Black creatives.

We encourage our membership to extend their time and voices beyond the scope of unionism alone. Participate, learn, and use your right to vote to positively shape the future of our country. To get started, we recommend visiting animationguild.org/listen-learn.

These are first steps on a long road, but we are committed to pursuing it toward a future that protects and empowers our most vulnerable communities. Let us not forget that the foundation of a union is to join together and protect those who are unprotected. In that spirit, we raise our voices against injustice because Black Lives Matter.

In solidarity,

The Executive Board of The Animation Guild



*This message was previously shared
with the membership in an email.*

Earlier this month, the IATSE shared a letter addressing the racial injustice and killing of George Floyd. If you did not see it, we are reprinting it in the Pegboard.



Sisters, Brothers, Kin — We share in the heartbreak, frustration and anger surrounding the tragic murder of George Floyd by Minneapolis Police. We stand in solidarity with the African-American community as together we grieve yet another lawless, racist killing in our country.

The principle that all people are equal and all people are deserving of respect and fair treatment is a cornerstone of the labor movement. As a labor union that represents Black members and people of color of all ethnicities, we have an ethical duty to do everything we can to root out racism in our communities, our homes, and our workplaces, once and for all.

While we are distraught, shaken and angered by the death of George Floyd, we must all join in the conversation for advocacy, effective change, fairness and justice for the African American community. We cannot sit and stay silent as people mourn yet another member of our community, and only the memory of the name be followed by the hashtag #ICantBreathe.

We must and will apply pressure across the board for systematic change to value Black lives through full and unified equal protection under the law, public health, medical care, education, housing, business development, and economic change and equality. We are prepared to advocate for specific, necessary policy and legislation, and we stand ready to lock arms with allies who are primarily focused on racial justice and reform.

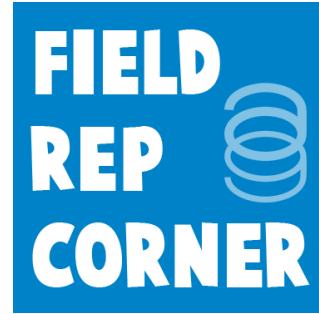
Although buildings are burning, a life has been taken, and we cannot lose sight of the countless times our brothers and sisters of the African-American community have been robbed of their lives by acts of injustice, racism and bigotry. Still, we denounce violence and the destruction of property perpetrated by opportunists who seek to take advantage of this painful moment for personal gains. Additionally, it is absolutely unacceptable for the police to target reporters and their crews with violence or arrest for doing their constitutionally protected jobs.

As people of conscience, it is each individual's duty to keep the momentum of the moment to evoke change by educating ourselves on the issues, speaking to our local politicians, and getting involved with local social justice chapters. Together, we must continue to peacefully protest for change, protest for justice, protest for inclusivity, and protest for equality.

In solidarity,

Team IATSE

COMMON MEMBER QUESTIONS – SOME ANSWERS! (PART ONE)



By far, the busiest email address of The Animation Guild is membership@tag839.org. It's a catch-all for many questions members have regarding their membership, dues, health plans and more.

There are a lot of common questions we receive through this email address and I'd like to share some of them with you. In sharing them, I'll provide some context or information that can hopefully help as you navigate your membership. Keep this handy for reference, not just for yourself, but for members who may not know! It's great to pass on knowledge.

A lot of answers to common questions can be found on the website, www.animationguild.org. There's a plethora of information there and utilizing the search function can help answer many questions.

COMMON QUESTION #1: "I've not received any email communication from the Guild. How can I get information from TAG?"

ANSWER: Our member email system is an "opt-in" system. This means you have to sign-up to receive emails, such as job postings and This Week @ TAG. We do not automatically add you. The only exception is when we send electronic dues notices.

To sign-up, visit: <https://animationguild.org/about-the-guild/email-list/>

COMMON QUESTION #2: "I am almost at/have reached 600 hours and I haven't received anything from the Guild about my health insurance."

ANSWER: The Guild is not the administrator of the health plans. Your health and retirement plans are administered through the Motion Picture Industry Pension & Health Plan. (MPI) The plan is a separate entity and TAG is not the only union participating in MPI. The other IATSE

Hollywood Locals participate, as well as some other studio unions, including Teamsters and OPEIU.

Members qualifying or re-qualifying for their insurance can contact MPI to find out the projected start date for their insurance. They can be reached at service@mpiphp.org or 855.275.4674. If you participate in the plan, you can find out your hours reported as well as see your balances for your retirement plans by creating a log-in with MPI at www.mpiphp.org. For step-by-step instructions on registering visit <https://animationguild.org/benefits/create-my-mpi/>.

TAG does not have access to your MPI account, so we are unable to look up any of your information administered by them.

COMMON QUESTION #3: “My job will be ending on this production soon and I don’t have anything lined up, how long will my health insurance last?”

ANSWER: TAG cannot look up your MPI account information. The best way to check your hours and calculate how long your insurance will last is by contacting MPI or logging into your MPI account to see your hours.

It’s important to note there is a lag between the hours reported by your employer to MPI, so all your hours may not be showing. For those rolling off a show without work lined up, we recommend you log into your account a couple weeks after you leave to see if all the hours have been reported. This will give you the most accurate calculation of how long your benefits will last. Remember, you can bank up to 450 hours, which can be used to keep you in the plan if a time comes when you don’t have enough hours during a qualifying period.

COMMON QUESTION #4: “I need to change my address. How do I do that?”

ANSWER: You can fill out a change of address form through our website: <https://animationguild.org/about-the-guild/change-address/>. Please note that we can’t change your address with MPI, so you will have to contact them separately.

COMMON QUESTION #5: “I’d like to continue working remotely after this COVID-19 crisis is over. Can I do that?”

ANSWER: The Guild’s contract states under “Scope of Agreement” that it’s applicable to those employed to do work in the County of Los Angeles or employed by the producer in the County of Los Angeles to do work outside the county for a temporary period.

A short answer is, yes, you can do this.

The longer answer is we do have members working out of the area and still covered under the agreement. The situation varies by studio. You should have a conversation with your studio before making any plans and contact the Guild’s office for guidance.

I hope these common questions and answers help you as you continue your work in the industry under the Guild’s contract.

This is Part One of the Common Questions. Stay tuned for Part Two in July!

You can find additional FAQs on our website here <https://animation-guild.org/about-the-guild/faq/>.

Be well!

In solidarity,

Leslie Simmons

Field Representative/Political Coordinator

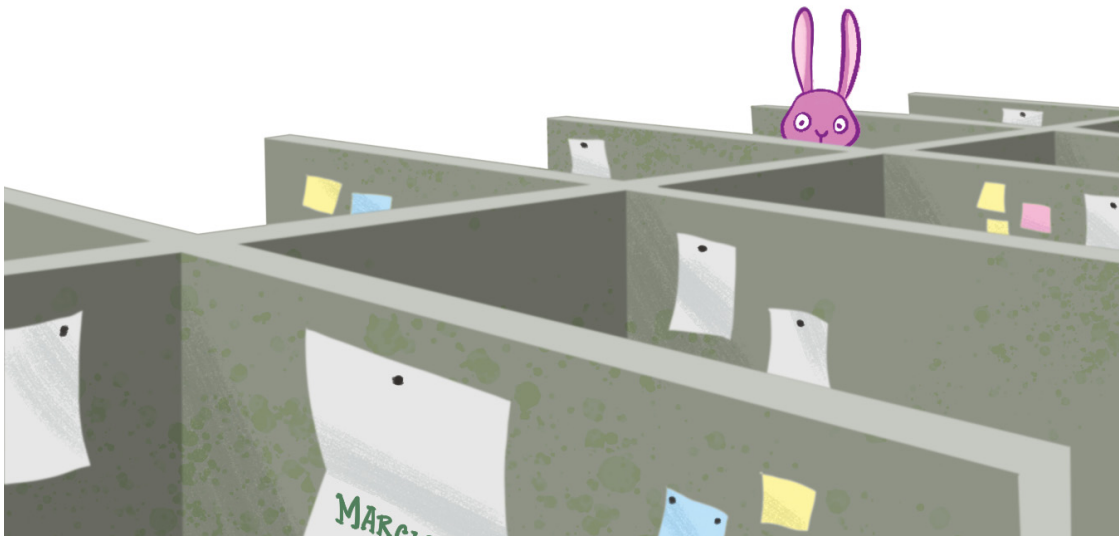
leslie.simmons@tag839.org

Call or text: 747.238.0287

EMPLOYER OBLIGATIONS WHILE WE WORK FROM HOME

Our members' being able to work away from the studios has been the saving grace of the animation industry. Production of animated content was not hindered by the outbreak of COVID-19, and new workflows were forged that allowed us to stay safely at home and continue working. As some studios are considering the continuation of this new paradigm after the pandemic has ended, I wanted to make sure you were aware of some important things. Recently we sent a memo to our signatory studios reminding them of their obligation under California Labor Code 2802¹ and also under Article 4, Section H of our collective agreement.²

California Labor Code Section 2802 states that employers "shall indemnify their employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of their duties". Court cases have determined that this applies to the use of cell phones if an employee is attending meetings or conferring with their employer using their mobile phone, and home internet if the employee is using their home internet service for work-related purposes.



Article 4, Section H of our collective agreement states: “If, because of lack of facilities, the Producer requires an employee to work away from the studio, the Producer will furnish material and tools of the trade customarily furnished by the Producer.” Simply put, the employers must provide any hardware and software that are required to complete assigned work, as they do when working in the studio.

Many of our employers responded quickly to the memo that was sent out indicating what policies were in place. Some employers are still providing those to me. I have also received some outreach from members who are working for studios that may not be aware of these obligations, and have reached out to those studios again.

Please reach out to your studio through your direct supervisor or appropriate production personnel and ask how you should submit invoices for these expenses. While it is important to recognize that everyone is experiencing financial difficulties during this time, it is also important that the employers “ensure they are not leaving themselves vulnerable to claims and litigation”.³

If you are experiencing any difficulty in getting the tools and materials necessary for your work, or in learning how to submit your appropriate expenses for reimbursement, please reach out to me at steve.kaplan@tag839.org.

In Solidarity,

Steve Kaplan

Business Representative

The Animation Guild, IATSE Local 839

steve.kaplan@tag839.org

¹ https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=2802.&lawCode=LAB

² <https://animationguild.org/2018-2021-master-agreement>

³ <https://ogletree.com/insights/california-employers-duties-to-reimburse-employees-working-from-home-during-the-covid-19-pandemic/>



Each year, the Motion Picture Industry Health Plan (MPIHP) holds an Open Enrollment period when a Participant can change his or her medical and/or dental plan election. If you are a COBRA Participant, you may add or remove dependents or switch between Core and Non-Core coverage during the Open Enrollment period.

If you do NOT need to make changes to your health coverage:

If you are not planning to make changes to your health coverage then you do not need to take further action. You do not need to complete any forms – your current coverage with MPIHP will remain in effect

If you would like to make changes to your health coverage through the Motion Picture Industry Health Plan (“MPIHP”), please follow these steps:

1. Download the Benefit Selection Form that appears in the Forms section of the [MPIHP website](#).
2. Review the instructions to complete the Benefit Selection Form. You may also review the FAQs and Summaries of Benefits & Coverage to find out additional information about the enrollment process and benefits available to you. These documents may also be found in the Forms section of the [MPIHP website](#).
3. Complete the Benefit Selection Form and return it MPIHP by July 20, 2020.

You may also request Open Enrollment information and forms by emailing service@mpiphp.org or by calling (855) 275-4674.

Your new plan selection will be effective August 1, 2020. However, if you are in the Retiree Health Plan, and are Medicare eligible and choose to enroll in an HMO plan, you will have a later effective date.

Questions

Please call MPI at (855) 275-4674 if you have any questions about Open Enrollment.



MPTF and the Day at the Lanes Committee have decided to push the date of this event to Saturday, November 7 in the hopes we can still offer you an in-person event. However, we will continue to evaluate the situation and will follow all public health guidelines. We will keep you updated as the situation continues to develop. Thanks to everyone for your support of MPTF!

Click Here For More Event Information: <https://mptf.com/dayatthelanes/>

Saturday, November 7, 2020

12:00 – 4:00 pm

PINZ Bowling Center
12655 Ventura Blvd, Studio City

MPTF is here to serve the community through programs, services and financial assistance. For more information on MPTF, please visit: <https://mptf.com/>. If you need help or know someone who does, please contact us: Toll Free: 855-760-MPTF or Email: info@mptf.com.

MPTF is proud to assist IATSE members during this time of uncertainty through the COVID-19 Emergency Relief Fund. Donate now: <https://app.mobilecause.com/form/fjhJVw?vid=90qyy>.

TAG COMMITTEES

Are you interested in learning more about the Guild or contributing to member-run efforts? A great way to start is to join a committee, or simply attend a committee meeting and see if it's something you'd like to support.

Committees help drive union action by diving deep into issues and bringing knowledge and recommendations to the Executive Board. Taking part in committee work is a valuable way to grow and learn, and you can make connections and build leadership skills that may help you in your career!

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.

Take a look at just a few of the committees that are working together to improve the work and personal lives of TAG members.

The Writers' Craft Committee's goal is to better connect and represent writers in 839, meeting regularly to engage this group of members. This group meets monthly and also recently kicked off their virtual Fireside Chats as a way to facilitate discussion of current craft topics and host interesting speakers with diverse backgrounds. Mairghread Scott, Patrick Rieger and Madison Bateman co-chair the committee, and you can email the group at WCCChair839@gmail.com.

The Storyboard Committee's mission is to facilitate a thriving community of events, resources, sub-committees, and channels of communication for a healthy culture and to best represent the storyboarding craft and its needs in negotiations. The Guild's Free Portfolio Review Day grew out of this committee: Crystal Kan organized the second of what we hope is a series of regularly occurring events, where TAG members volunteer to review the work of members and future members and offer advice for careers in the animation industry. Jake Hollander and Sydney Sharp co-chair the committee, and you can ask about the group's work and other details by emailing animationstoryboardgroup@gmail.com.

The Communications Committee's primary goal is to facilitate and improve communications both within the organization and with the broader public, along with developing effective vehicles of communication to support the goals, objectives and initiatives of the Animation Guild and its members. Roger Oda brought the plight of recent graduates to the committee's attention: due to the pandemic, most events for graduates have been cancelled and students have missed out on the usual celebrations and networking events where they might kick off a career in animation. The entire committee jumped into action and hosted a Getting Started in Animation panel discussion with industry veterans via Zoom webinar that was also livestreamed on the Guild's Facebook page and seen by over 600 people! Paula Spence and Emily Walus co-chair this committee, working closely with TAG's Director of Communication and Content, Alexi Drosu. You can reach any of them by emailing committee-comms@tag839.org.



Led by Crystal Kan and Jake Hollander, over 30 TAG members volunteered to mentor others in a variety of crafts during the Free Portfolio Review Day on May 31st.

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



Alfred Budnick passed away on February 29, 2020. A background artist, he worked at Hanna-Barbera, Filmation and a number of other studios.

Curtis Cim passed away on March 10, 2020. He worked as a Storyboard Artist at Hanna-Barbera, Filmation, Warner Bros, and Universal.

Francisca Moralde passed away on April 8, 2020. She worked in Cel Service at Disney, Hanna-Barbera and Kroyer Films.

William “Bill” Wolf passed away on March 24, 2020. He worked as an Animation Director at Murakami-Wolf, Filmation and Marvel on Alvin and the Chipmunks, TMNT, As Told By Ginger, Rugrats, Boondocks.

Nicola Cuti passed away on February 21, 2020. He was a comic book writer-editor and artist, a science fiction novelist and the co-creator of E-Man and Moonchild, Captain Cosmos, and Starflake the Cosmic Sprite. And on the side, he worked as a Background Artist and Model Designer at Marvel, Graz Entertainment, Universal and Adelaide Productions.

James P. Finch passed away on May 31, 2020. An Animation Checker, he worked at Disney TV Animation, Hanna-Barbera and Filmation, and also spent some time working at animation studios in Asia.

UPCOMING EVENTS AT THE ANIMATION GUILD

EVERY FRIDAY, Noon to 12:30 p.m.

TAG Office Hours via Zoom Video Conference

Reserve your spot: RSVP@tag839.org

JUNE

June 30th

TAG Tuesday

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

June 30th, 7-9 p.m. via Zoom

Writers' Craft Committee Fireside Chat #2

Topic: Action in Animation

Save your spot by emailing RSVP@tag839.org

JULY

July 1st - 21st

MPI Open Enrollment

July 3rd

Contract Holiday: Independence Day

July 28th

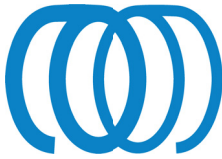
TAG Tuesday

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

July 28th, 7 p.m. via Zoom Webinar

Virtual General Membership Meeting

Register ahead of time to save your spot and receive a meeting link;
watch your email account for details and instructions.



The Animation Guild, IATSE Local 839
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