



## MEET US IN SAN FRANCISCO



Every year the Animation Guild sends Delegates to the IATSE District 2 Convention wherever it's being hosted. This year, the 76th Convention was scheduled to take place June 5th through the 7th at the Westin St. Francis Hotel in San Francisco, California, but the pandemic and Safer At Home orders put the kibosh on those plans . . . for now.

IATSE District 2 represents 45,000 members across 49 local unions in Arizona, California, Nevada and Hawai'i, and those Locals convene in various locations in those states to play an active part in crafting policy and making decisions to protect IA workers and improve working conditions in our industries. As of now, the meeting in San Francisco has been rescheduled for October 23rd through the 25th. Are you interested in being a Delegate for the Animation Guild at the convention this year?

**MEET US IN SAN FRANCISCO** (continued on page 3)

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the  
animation  
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IATSE LOCAL 839

Though the convention usually takes place in exciting cities like San Francisco, Honolulu and Las Vegas, it's not all fun – Delegates are there to work on issues important to workers in the entertainment industry. Representatives of the Animation Guild have a chance to learn more about how Local 839 and the IATSE work, meet union members from other Locals and the IA's offices, join committees, take part in discussions and vote on amendments and recommendations that will affect this Local and others in District 2. Our President, Jeanette Moreno King, and Business Representative Steve Kaplan are automatic Delegates, and any other active member in good standing (no fees owed, dues fully paid up) is eligible to be elected.

If you're interested in representing the Guild, here are some things to know: Travel will take time away from work; think about whether you can take time off. It's NOT a vacation – you'll be signing in to each of the meeting and committee sessions and any reimbursements are contingent on your attendance and participation. You will be assigned to at least one committee and expected to take part in discussion and voting. While there is work expected of you, we can guarantee some fun, too! If you are ready to join others who want to make a difference and play an active part in planning, problem solving and decision making, then read Steve Kaplan's From the Business Representative column on page 6 to find out how to make it happen.

Elections for Delegates to the District 2 Convention will be held at the General Membership Meeting on July 28, 2020, which will take place via Zoom video conference. You can nominate yourself or someone else, or get a fellow member to nominate you. And if you can't make it to the meeting that night, send an e-mail ahead of time to me, your Local 839 Recording Secretary, at [paula.spence@tag839.org](mailto:paula.spence@tag839.org) to let me know you're interested and have someone who will be at the meeting nominate you. We'll talk about more details, including the Guild's reimbursement policies, at the meeting, so join us then and consider volunteering to make something important happen!

— **Paula Spence**, *Pegboard Editor*

## **FROM THE PRESIDENT JEANETTE MORENO KING**



Work From Home (WFH) has changed the way we and our employers think about how to make cartoons. Creative endeavors have always required a studio or central hub to encourage spontaneous ideation through stimulating environments and casual interactions with fellow artists. This investment by companies only makes their products (cartoons) stronger in a very competitive media landscape.

But all creative business has a tension at its core: cost versus art. More times than not, the costs take precedence over the quality of art. That's just a fact of the business we are in. WFH, so far, has proven that we artists can still produce while the rest of the entertainment industry has come to a full stop.

Although the studio companies have taken a big financial hit in this pandemic with their normal revenue streams put on hold and the expense of having to pivot to managing a workforce now at home, I imagine when the bean counters look to the future beyond COVID they are busily calculating the cost savings of putting part of the means of production back onto us, the workers. Why maintain a large building when most of your workforce can stay home? The worker can pay for their own electricity, water, safety, insurance, and the list of soft expenses goes on. Even if the studio pays the worker for the use of their own computer and internet connection, it would be a huge cost savings for the studio.

As shows start up production, the size of the budget will probably dictate whether the crew is in-house or completely WFH. And thanks to faster broadband speeds, remote work can easily come from anywhere.

This new potential normal puts our union in a vulnerable position as another way studios can try to cut costs by hiring outside of The Animation Guild's jurisdiction of Los Angeles County. We are now in a critical stage of who we are as a union. How will we respond to the ever

increasing demands for animated content during a pandemic? How do we protect our members who would like to take advantage of the flexibility of WFH? As it stands now, if a member moves out of LA County permanently to help family or have a different quality of life, they will lose their union coverage and will lose the protection our union offers.

I feel our only response should be to expand TAG's jurisdiction to the national level. We can follow our fellow national IATSE locals like Local 600 Cinematographers Guild, Local 700 Editors Guild, and Local 800 Art Directors Guild. Our membership is at record highs in June, with 5,468 dues-paying members. We are now about double the size of the Art Directors Guild! The number of studios who have signed a contract with us is also at record highs. Now is the time for The Animation Guild to grow.

This growth can't happen without you, our members. How can you help? Get involved! Spread awareness to your fellow artists about the benefits of union membership. Encourage your colleagues who have moved and are working in studios outside of LA County to reach out to the Guild so we can help them get the organizing ball rolling, even if it's in Southern California. Orange County and Ventura County both have animation studios with members that could be brought into the TAG fold.

Another way to get involved and learn how our Guild and IATSE are structured is to become a Delegate for our upcoming District 2 Convention. The way to make real systematic change is to learn the system!

My call to you, dear member, is to flex your power. Learn the system to change the system.

In unity,

**Jeanette Moreno King**

***President***

*The Animation Guild, IATSE Local 839*

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## **FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN**



Within the United States and Canada, there are more than 375 IATSE local unions, which are organized to represent workers by geographic and craft jurisdiction.

The IATSE Locals are subdivided into 13 geographical districts between the U.S. and Canada. District Conventions are required to be held at least once every two years, but many Districts meet annually. The District Conventions are for Delegates of the affiliated locals to share common interests, problems, and receive education and training. Districts are also integral to coordinating the political and legislative activities of their affiliated local unions.

The IATSE Locals in Arizona, California, Hawai‘i, and Nevada make up IATSE District 2. Our District Convention happens annually and was originally scheduled this year to meet in San Francisco from June 5th to 7th. The COVID-19 pandemic forced the District 2 Co-Chairmen to push the Convention to October 23rd through 25th.

According to Article six, Section six of our Constitution<sup>1</sup>, our Delegate elections are held at the General Membership Meeting at least two month prior to the Convention. This would have happened during the March General Membership Meeting, but we cancelled that meeting due to the pandemic. We attempted to hold an impromptu Delegate election by having members email their nominations to our Recording Secretary, Paula Spence.

As General Membership Meetings are mandated by the International Constitution, I reached out to President Loeb for a waiver of the constitutional mandate, and requested his approval of the virtual method we used to elect our Delegates. While President Loeb granted his approval of cancelling the March membership meeting, and for holding subsequent meetings via Zoom, he did not approve electing Delegates via email nominations.

The Labor-Management Reporting and Disclosure Act (LMRDA)<sup>2</sup> specifies rules regarding election procedures of union officials. Per President Loeb: “Regarding Delegate election, I will permit the Local to conduct votes for anything other than elections and dues/assessments. The Delegate election will have to be postponed until the Local can conduct an in-person meeting.”

Once we heard the District Convention was going to be moved to October, it became clear that we had to elect our Delegates at the July membership meeting. I wrote to President Loeb again with the following proposal:

The July General Membership Meeting will be held via Zoom Webinar. In Zoom Webinar, the general membership present cannot view who is in attendance, but hosts and panelists can. During the meeting, as our Constitution provides, we will call for District Delegate nominations by asking any participant present to “raise their hand”. We will hear all members whose hands are raised, and collect nominations to be a Delegate.

Should we receive fewer delegate nominations than votes afforded us (44, per District Secretary-Treasurer Brown), our Recording Secretary will cast a unanimous vote for all candidates and shall dispense with the requirement of a secret ballot vote for the office of Delegate per Article Six, Section Six of our Constitution. Should we receive more candidate nominations than votes afforded us, we will engage the American Arbitration Association to hold a secret ballot election of the membership as soon as practicable. The certified results of that election will set our delegation.

President Loeb responded with his approval of our request and added that, “In addition, the Local must also permit written nominations to be submitted by or before its nominations’ deadline.”

So we’re on for a Delegate election this month!! As I mentioned earlier, District Conventions are a place to meet members from locals across the four states in our District, and participate in education sessions and help steer the direction of the District and Alliance. We sent a Guild-record number of delegates to the 2019 District 2 Convention and proffered two resolutions that were unanimously accepted by the Delegates. Read



more about the 2019 District Convention and the zine the Delegates created here: <https://animationguild.org/aloha-from-the-district-2-convention/>.

If you are interested in being a Delegate, please plan to attend the July General Membership Meeting on Tuesday, July 28. You can nominate yourself as a Delegate, or have a fellow member nominate you. We will be sending out more information soon on how to register to attend that meeting. If you cannot attend the meeting and want to be a Delegate, you can email Recording Secretary Paula Spence ([paula.spence@tag839.org](mailto:paula.spence@tag839.org)) with your intention to accept a nomination made for you, and ask a friend who is attending to nominate you! If you are having trouble finding someone to nominate you, email me to let me know ([steve.kaplan@tag839.org](mailto:steve.kaplan@tag839.org)).

In Solidarity,

**Steve Kaplan**

***Business Representative***

*The Animation Guild, IATSE Local 839*

[steve.kaplan@tag839.org](mailto:steve.kaplan@tag839.org)

<sup>1</sup><https://animationguild.org/2015-cbl>

<sup>2</sup><https://www.dol.gov/olms/regs/statutes/lmrda-act.htm>







# COMMON MEMBER QUESTIONS – SOME ANSWERS! *(PART TWO)*

Last issue, Field Rep Corner focused on five common questions members have. These are questions I've received on field visits and read in our [membership@tag839.org](mailto:membership@tag839.org) email box.

This month, we tackle five more in Part Two of common questions we received. Keep this handy for reference, not just for yourself, but for members who may not know! It's great to pass on knowledge.

## **COMMON QUESTION #1: “What’s my job classification?”**

**ANSWER:** Often, your job classification code, sometimes called an occupation code, can be found in your studio paperwork or on your pay check stub. There is a code associated with your classification in the TAG contract and it will start with “21” sometimes followed by a dash and the rest of the code.

We have a PDF with just the classifications and wage minimums, found on our website here: <https://animationguild.org/wp-content/uploads/2018/11/2018-2021-Local-839-WAGES.pdf>

Entertainment Partners and Cast & Crew use additional codes – for instance they'll assign separate codes to break down a “1st six months” classification from a “2nd six months” and “journey” level classification. These codes are for their internal use and do not change the contract in any way.

Some studios may not have the code or classification on your paystub or paperwork, so contact us to confirm how the studio classifies you.



**COMMON QUESTION #2:** “I’m not seeing my 401(k) contribution being taken out. Why?”

**ANSWER:** 401(k) contributions usually stop if a member moves to a new studio or even moves to a new show or new season on a show within the same studio. When you change studios or shows, or start on a new season, your payroll changes. So please contact us at [401k@tag839.org](mailto:401k@tag839.org) to let us know where you’re at so your contributions can start up again!

**COMMON QUESTION #3:** “I got laid off from my job four months ago and I haven’t received my dismissal pay. Also, how much should I get?”

**ANSWER:** Our contract provides for members who have been laid off for more than 110 days from a studio to receive dismissal pay. This can be found under Article 14 of the TAG Master Agreement: <https://animationguild.org/wp-content/uploads/2019/12/2018-2021-L839-Master-CBA-Book.pdf>

This is also agreed upon in our TSL, Sony Pictures Animation, Warner Animation Group and Nickelodeon agreements.

The amount you receive depends on the how long you were at that studio. There are some caveats to this, however.

- 1) If the studio/producer offers employment during those 110 days and you decline, then you are not eligible for dismissal pay.
- 2) If the show was covered under the New Media Sideletter, then the studio is not obligated to pay dismissal pay. Sometimes, studios do, but it varies. If this is your situation, check with others who have been laid off from the show to see if they received dismissal pay. If they did, contact the producer. If they decline, contact us!
- 3) The studio is slow in paying dismissal pay. This can happen. If you believe you are owed dismissal pay and it’s been a long time and you’ve yet to receive it, please contact myself or Business Representative Steve Kaplan.

**COMMON QUESTION #4:** “My balance says zero when I log in to pay my dues. Is that correct?”

**ANSWER:** The payment portal site is just a way for members to make an online payment. It’s not connected to our database, so that’s why your balance will always show zero. We mail quarterly dues notices to members and your amount due is indicated in that notice. It’s important to check your mail and hold on to that notice if you pay online.

If you’ve lost your notice, contact us at [membership@tag839.org](mailto:membership@tag839.org)!

**COMMON QUESTION #5:** “I can’t log in to/register on the payment website. Why?”

**ANSWER:** There are a variety of reasons members are unable to gain access to the payment portal site. The most common is a forgotten password. If you’re having issues resetting your password, contact us and someone in our office will reset it with a temporary password and email it to you.

Other reasons include:

- You forgot which email you used. We recommend you create your account with a commonly-used personal email. Because of the transitory nature of your work, we do not recommend you use a studio email. Additionally, you can’t change your email address in the portal. If you need to change it, you have to delete your profile, then go to “Register Now” to create a new profile. Two emails cannot be associated with the same Member ID.
- The password isn’t working because it has special characters. The payment portal site doesn’t like that! And the next time you log-in, you won’t be able to. So be sure to create a password that doesn’t contain such characters as @, \$, &, etc.
- We don’t have your Social Security number. Contact our office for assistance.

Many of these issues won’t come up once the new membership portal and database is available.

You can find additional FAQs on our website here:

<https://animationguild.org/about-the-guild/faq/>.

Be well!

In solidarity,

**Leslie Simmons**

*Field Representative/Political Coordinator*

*The Animation Guild, IATSE Local 839*

[leslie.simmons@tag839.org](mailto:leslie.simmons@tag839.org)

Call or text: 747.238.0287



## **UNION PLUS LEGAL PROGRAM**

Union members are on the front lines of the response to our nation's public health crisis. MetLife's Legal Attorney Network is offering union members free legal document review, consultations, and advice through July 31, 2020 for many issues, including:

- Healthcare proxies or other estate planning
- Home refinancing or personal insurance forms
- Elder law questions for caregivers

Union members will also have access to MetLife Legal Plans Self-Help Document Library to complete wills, living wills and power of attorney documents.

Get started here: <https://www.unionplus.org/blog/consumer-tips/free-legal-document-review-and-consultations-through-july-31-2020>

## **Animation Workers Antitrust Litigation**

Some of our members have received notices about uncashed checks from Animation Workers Antitrust Litigation and have reached out to the Guild to find out if the letters are legitimate.

THEY ARE.

If you were an employee who held an animation or visual effects job title at Blue Sky Studios, Inc., DreamWorks Animation SKG, Inc., Two Pic MC LLC (f/k/a ImageMovers Digital LLC), Lucasfilm, Ltd., LLC, Pixar, Sony Pictures Animation Inc., Sony Pictures Imageworks Inc., or The Walt Disney Company during the time periods set forth below, you could get money from a settlement with one of the multiple defendants in the lawsuit.

- The class action lawsuit In re Animation Workers Antitrust Litigation, 14-cv-04062-LHK, claims that Blue Sky Studios, Inc. (“Blue Sky”), DreamWorks Animation SKG, Inc., Two Pic MC LLC (f/k/a ImageMovers Digital LLC), Lucasfilm, Ltd., LLC, Pixar, Sony Pictures Animation Inc. and Sony Pictures Imageworks Inc. (“Sony Pictures”), and The Walt Disney Company (collectively, the “Defendants”) violated federal and state antitrust laws by conspiring to suppress compensation by agreeing not to solicit each other’s employees and by coordinating compensation policies. Defendants deny that they violated any antitrust law or engaged in any wrongdoing.
- DWA Holdings, LLC, successor to DreamWorks Animation SKG, Inc. (“DreamWorks”), has settled for \$50,000,000 (the “DreamWorks Settlement”), and Pixar, Lucasfilm Ltd., LLC, The Walt Disney Company, and Two Pic MC LLC f/k/a ImageMovers Digital LLC have settled for \$100,000,000 (the “Disney Settlement”). Blue Sky has settled for \$5,950,000 and Sony Pictures has settled for \$13,000,000.

If you’ve received a letter about an uncashed check, you can visit <http://www.animationlawsuit.com/> to find out more or email [info@animationlawsuit.com](mailto:info@animationlawsuit.com). And for help and info from the Animation Guild, you can email [rusteenhonardoost@tag839.org](mailto:rusteenhonardoost@tag839.org).

THE  
STORYBOARD CRAFT  
REPRESENTATIVE PROGRAM  
IS  
EXTENDING  
TO ALL UNION SHOPS!!

Count me in!



APPLY TODAY!

<https://animationguild.org/craftrepapp/>



## JOIN THE POLITICAL ACTION LEAGUE!

The Animation Guild's Political Action League Committee – PAL – is looking for activists who are interested in teaming up to educate our membership regarding political activities and legislation that threaten our Union, members, benefits, and the compensation we seek to defend and advance. This group's main mission is to support the IATSE PAC fund by increasing member awareness and fundraising through events like the TAG Post-It Note Show. Want to join us at our next Zoom meeting? Email [PAL@tag839.org](mailto:PAL@tag839.org) to find out more about the committee and our current projects.





**TESTING FOR A SHOW?**

HOW LONG IS MY DEADLINE?

WHY AREN'T THEY PAYING ME FOR THIS?

HOW LONG IS THIS ACTUALLY TAKING ME TO FINISH?

DID THEY SEND ENOUGH REFERENCE?

The TAG Testing Committee is gathering research about animation tests for the 2021 Contract Negotiations.

Send us your testing material through the TAG website:

**[animationguild.org/committees/testing-is-a-choice](https://animationguild.org/committees/testing-is-a-choice)**

Sharing this information helps all members in our fight against abusive testing!

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

*Martin Pasko* passed away at the age of 65 on May 11, 2020. He is best known for his writing on DC properties for comic books and television, and won a Daytime Emmy Award for his writing on “Batman: The Animated Series.” He also co-wrote the animated feature “Batman: Mask of the Phantasm.”



Writer, producer, director, and animator *Mark Glamack* died on May 29, 2020 at the age of 73. He started his career at Walt Disney Studios, and later worked at Hanna-Barbera, Filmation, Film Roman, HBO, and MGM on “All Dogs Go To Heaven,” “He-Man” and “She-Ra-Princess of Power,” “Yogi Bear,” and “Scooby-Do,” among others. He also served as Governor of the Television Academy’s Animation Peer Group, and was nominated for an Emmy in the Outstanding Special Class–Animated Program for “Life with Louie.”

# 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](mailto:RSVP@tag839.org)

## JULY

**July 1st - 21st**

**MPI Open Enrollment**

**July 3rd**

**Contract Holiday: Independence Day**

**July 15th**

**Coping During COVID:** A discussion about how to address stress and play to your strengths. RSVP at [rsvp@tag839.org](mailto:rsvp@tag839.org)

**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**

**District 2 Convention Delegate Elections!**

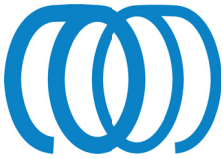
Register ahead of time to save your spot and receive a meeting link; watch your email account for details and instructions.

## AUGUST

**August 25th**

**TAG Tuesday**

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



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