

BUILDING COMMUNITY ONLINE



Our Local is growing, and has been doing so steadily for the past few years. We've got almost 6000 active, dues paying members on the books right now, and the majority are busier than ever as the animation sector does the heavy lifting in an entertainment industry that has been devastated by a global pandemic.

But it's not easy to keep in touch while we're all working from home. When we don't see each other at the studios, we miss out on casual chats in the break area and quick greetings in the halls. We forget that we're not the only ones struggling to keep a normal schedule when there are emails coming in at all hours and kids that need attention whether we're busy at work or not. And because we're apart, the community feeling we experience when we're working together seems very far away.

That makes it more important than ever for all of us to find new ways to stay in touch and keep our Animation Guild community strong and connected. Most of us have taken part in video conference calls for

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THE PEGBOARD is published monthly by The Animation Guild
 and Affiliated Optical Electronic and Graphic Arts, IATSE Local 839,
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guild

IATSE LOCAL 839

work, or joined friends and family via Zoom for holiday get-togethers and makeshift happy hours. But two of our Local's technically savvy and engaged members have gone a step further and set up new servers on Discord – a chat app developed for gamers – to bring together members of the animation community for discussion, education and support.

Storyboard Artist and Director Jake Hollander leads the Storyboard Committee, and also spearheaded the Storyboard Craft Representative Program in partnership with Storyboard Artist Sydney Sharp. Hollander was interested in creating a platform where Guild members could get together and talk about what's important to them. So in early June, he created a Discord server just for Animation Guild members. Says Hollander: "The Animation Guild Local 839 server is a secure educational community forum for members of the Animation Guild to discuss topics within our industry and our union." Once interested parties use an invitation link, land in the Request Access channel and follow a few critical instructions, membership is confirmed and access is granted to a growing number of discussion channels based on topic, craft or studio. If you'd like to join the 820+ members on this server, you can use this link to connect and request access: <https://discord.gg/mmVZy6z>.

People of Color Committee co-chair Lauren Andrews is also a Storyboard Director and Artist, and she's been very busy with the group Black N' Animated in the wake of the murder of George Floyd and subsequent racial justice protests. When many of the local animation studios suddenly kicked into gear with new hiring goals, Andrews saw an opportunity to aid other black artists by founding a Black N' Animated Discord server. "Navigating all these initiatives to hire more black creatives during a civil rights movement as well as a pandemic can be overwhelming. I wanted to create a space for black artists to create a community, to support each other in a safe space," says Andrews. "We have help from some allies for feedback, but it was important to me that this space was created by black artists, as we have an intimate knowledge of how distressing this year can be." You can find Andrews on The Animation Guild Local 839 Discord server (use the link above), and if you're interested in learning more about Black N' Animated, a good place to start is here: <https://www.blacknanimated.com/>.

— *Paula Spence, Pegboard Editor*

FROM THE PRESIDENT JEANETTE MORENO KING



IT'S TIME TO GET READY!

I have never been directly involved in our Local's negotiations, which come up every 3 years. There I said it.

I became a shop steward in 2013 and got involved in various ways but I never joined the negotiating team and have never been in the room to face off with the AMPTP lawyers. My kids were pretty young at the time so I couldn't give our team the full participation that is required.

Well, now my kids are pretty self sufficient and as our Local's President, I look forward to being there. This time around our negotiations have a high possibility of being unlike any in our history. Our current contract expires at the end of July 2021, meaning we should be starting talks with the AMPTP in April. If there isn't a viable COVID-19 vaccine by April, it is likely that talks will be held virtually.

One of my duties as President is to form the Negotiations Committee, which will be chaired by our Business Representative, Steve Kaplan, per our Constitution. If you are interested in getting involved in our upcoming negotiations, please come to our next virtual General Membership Meeting on Tuesday, September 29th, where we will share more information on how you can get involved. Keep an eye out for an email to reserve your spot and get a Zoom link.

Hope to see you all there!

In solidarity,

Jeanette Moreno King

President

The Animation Guild, IATSE Local 839

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PEOPLE OF COLOR COMMITTEE

The brutal clarity of George Floyd's death timed with the forced isolation of COVID-19 has created a historic focus on racial injustice. Should a vaccine emerge and restore our freedom of movement, the reality is that for some of us the restrictions and mental prison of racism still remain. The People of Color Committee will be focused on three points for change.

The first is to be a conduit for the voices of racial minorities working in animation. We seek dialogue with voices of all racial minorities and encourage a safe space for sometimes difficult discussions. Black and Indigenous brothers' and sisters' voices will be at the forefront. As the United States has built itself upon black and brown bodies, change for the most oppressed means change that creates equality for all.

The second will be to encourage education on topics such as representation, bias, and microaggression. These are things that contribute to a hostile environment and in many cases have led to people leaving our field in frustration. A more diverse workforce will not be sustainable without also changing the culture inside our work spaces.

The third action will be outreach – to be a presence in the Guild for new and future workers of color. We want animation to become visible in communities where art and expression in animation is not currently considered an option or a viable career path.

To our fellow People of Color: we know trust is hard to give and that it must be earned. To our allies and fellow coworkers: we are grateful for your support, but understand our concern that the recent outpouring will turn out to be token changes that will fade in time. This long struggle wears down a person's soul. That is why the most effective tool in this movement is community.

The POCC seeks to lay the foundation for a long term solution; not just with our current actions, but to create a bedrock that will uplift and support real change in the future. Real change is a constant evolution of self. The end to discrimination means we are asking everyone to dedicate a part of your lives to reflection and learning these issues. Help us work towards changing our industry so that one day there is no longer a need for a POCC.

In solidarity,

The People of Color Committee

To be notified of the first POCC event, email pocc@tag839.org.

FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



Over the past month, I have watched as members work together to make our union stronger. Our solidarity is how we are strong, and it is amazing to ask for and see members come together to work to build our strength.

Some of these moments came during the craft and committee meetings. I was proud to watch members decide to form committees in craft meetings in order to continue to address craft specific concerns. Other moments came during the committee meetings where negotiation proposals they had worked on were discussed and plans were made on how to continue their work.

We have seen our larger studio partners finally release reimbursement policies for expenses incurred when working from home. While these policies are mandated by law, it took some studios over six months to develop and deliver these policies. I believe it took the pressure that came from the combined and unified voices of the members working at those studios to push studio management to create those policies.

It was with a great deal of pride that I participated in studio-specific town hall meetings of members coming together to discuss how they can act together to address their concerns about studio workplace policies. Hearing members voice their concerns and asking how they can work together to make their voices heard is exactly how a union should be acting. It was also a proud moment sharing the reports of those meetings with studio labor relations and then emphasizing how they should prioritize these concerns as the members are intent on acting.

I believe that a union's responsibility to the membership is not just enforcing the terms of our agreements. A union needs to enforce the fact that the membership is a community that has interests and needs outside the studio that can be supported and celebrated. Showing members that

the union can support community efforts is an important way to build our solidarity.

I want to extend my thanks to the chairs of the community committees that have formed (Queer TAG, Workplace Equality, Young Workers, Family and Membership, and People of Color). Your work is as important as our craft committees and the union is ready to support you.

In Solidarity,

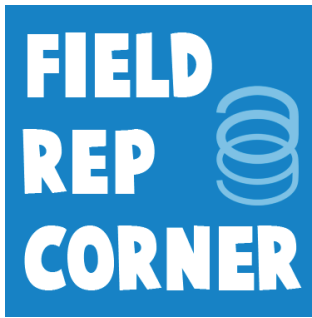
Steve Kaplan

Business Representative

The Animation Guild, IATSE Local 839

steve.kaplan@tag839.org





Hello Members! For this month's Field Rep Corner, I'm switching hats to my Political Coordinator role at the Guild to provide some information on the upcoming election!

We're less than 60 days from Election Day, Nov. 3, and you may or may not know that the Labor Community as a whole is very active in several propositions running on the California ballot, as well as endorsing labor-friendly candidates – from the California IATSE Coalition, to the Los Angeles County Federation of Labor and surrounding county labor federations, to the California Labor Federation and the national AFL-CIO.

These endorsements happen throughout the state through COPE meetings. COPE – the Council on Political Education – is a board of designated union officials who interview candidates, as well as proponents and/or opponents to various ballot measures. I'm proud to represent TAG during these meetings at the Los Angeles County Federation of Labor. The decisions made in our COPE meetings eventually go to the larger House of Labor delegation to finalize their endorsements.

There's a lot at stake with these elections so I wanted to highlight just a some of the major races and propositions that labor is focusing on for 2020.

President: The AFL-CIO as well at the national IATSE has endorsed Joe Biden for President. We're proud to have California's own Kamala Harris as his Vice-Presidential candidate. To learn more about the Biden campaign and how you can get involved, visit [JoeBiden.com](https://www.joe Biden.com).



Congressional Districts: We're focusing on two critical Congressional Districts, CA-25 and CA-45.

Labor endorses Christy Smith for CA-25, which includes Santa Clarita, parts of the San Fernando Valley and Simi Valley and the Antelope Valley, as well as Katie Porter for CA-45 which includes many areas of south Orange County including Irvine. Both these candidates are facing battles.

Porter, who is up for re-election, is a tireless advocate for consumer protection and rights. You may have seen her quizzing high-ranking government officials about consumer protection laws as a member of the House's Committee on Financial Services; Subcommittee on Consumer Protection and Financial Institutions; Subcommittee on Investor Protection, Entrepreneurship and Capital Markets; and the Committee on Oversight and Reform.

Smith, who currently serves in the state assembly, is running against Mike Garcia. She has been a strong supporter for the entertainment industry, supporting the tax credits and more. Garcia was elected in a special election to finish the rest of the term of Katie Hill's former seat. In his short time in office (since May), Garcia has already demonstrated a poor record of service in Congress. His record includes votes against lowering the cost of prescriptions, opposing billions of dollars in infrastructure spending that would put thousands of Americans back to work (the Moving Forward Act) and voting to repeal prevailing wage provisions within the Davis-Bacon Act.

There are many labor-approved candidates for Congress. To see which Congressional candidates in your district have received an endorsement from the California Labor Federation COPE, visit <https://tinyurl.com/CalLaborConv2020>.



Propositions: There are several Propositions on the ballot that labor supports and opposes. A full list of Ballot Measures that labor unions have taken positions on can be found at <https://tinyurl.com/CalLaborConv2020>.

YES on Prop. 15! Big corporations and the powerful are abusing the system in California, at the expense of working people. Corporate CEOs use loopholes to avoid paying billions in property taxes that should be going to our schools and local communities for essential services and protecting the jobs of teachers and first responders. We can make sure big corporations pay their fair share by voting YES on Prop 15.

This proposition has the support of labor, including several unions representing teachers and professors, other supporters include nurses and doctor organizations, small business owners and local elected officials. This proposition is no threat to homeowners, small businesses and agricultural properties.

What it will do is raise \$12 billion to go to schools and local services. The opposition includes corporations like The Irvine Co., Public Storage and Chevron – as well as a gas industry PAC. They’ve already put in \$26 million to fight this. For more info, visit <https://www.yes15.org/>.



NO on Prop. 22! Powerful companies like Uber and Lyft pay their executives millions, while the drivers doing the work make below minimum wage and are denied benefits like health insurance. Now multibillion-dollar gig corporations are trying to pass Prop. 22 to create a special exemption for themselves in the law that strips basic protections from workers, including a minimum wage, paid sick days and the right to have a union on the job. And these gig companies want to avoid paying a dime for things we all need like unemployment insurance, Social Security and Medicare. We can stop this power grab by voting NO on Prop 22.

To date, these corporations have dumped \$110+ million into a fund to pass this proposition – the most raised to pass a proposition in California history. That money could have been used to pay their workers more and provide sick days. This is the embodiment of corporate greed. You'll hear lots of lies about Prop 22 from Uber and Lyft as they flood the airwaves and online with political ads. Just remember, what this is really about: taking away basic protections from essential workers so CEOs can make even more profits.

To join the No on 22 fight, visit <https://calaborfed.org/no-on-prop-22-faq/>.

You can see the labor movement's position on other ballot measures by visiting <https://tinyurl.com/CalLaborConv2020>.

To check your voter registration, visit www.iatse.co/checkmyreg.

In solidarity,

Leslie Simmons

Field Representative/Political Coordinator

The Animation Guild, IATSE Local 839

leslie.simmons@tag839.org

Call or text: 747.238.0287



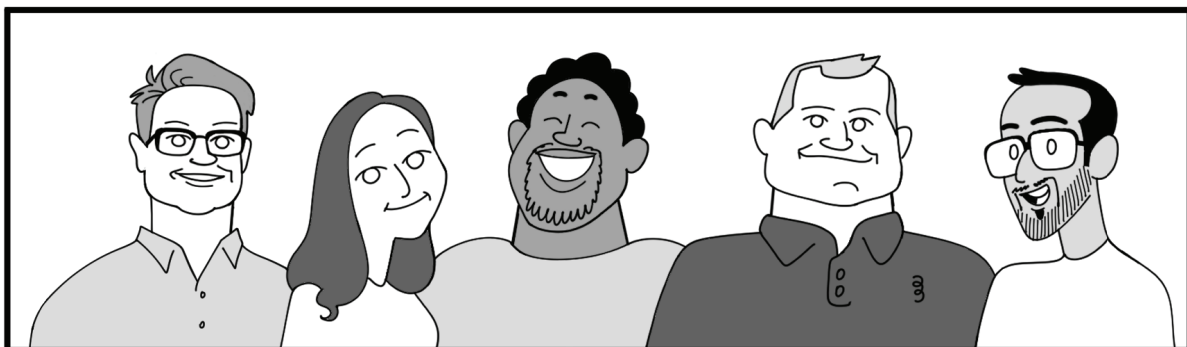
FROM THE EXECUTIVE BOARD DANNY DUCKER



When I share my experience with volunteering on a TAG committee – I chair the Testing Committee – people are often quick to share their thanks and express that it must be very difficult work to undertake. I’m always grateful for the sentiment, but I think it’s important to be clear that while committee work is definitely spearheaded by rank and file TAG members, it’s also supported and enhanced by the indomitable staff of the Animation Guild.

Alexi Drosu (Director of Communications & Content) has not only facilitated the efforts of the Testing Committee but has brainstormed with us and offered her own suggestions for projects. She pitched the idea of a Keyframe article specifically about testing, which you can now read in the 2020 Spring issue of the magazine, and suggested a questionnaire form for members to securely and efficiently submit tests without having to email a group of people they’ve never met before. The TAG website now has a page where that submission form is nestled within the educational comics and infographics that our Committee has created over the past year. It’s a one-stop-shop for learning how to spot an abusive test and reporting it directly to the Guild.

Similarly, Mike Sauer (Contracts Administrator) helped Alexi set up the submission form and Rusteen Honardoost (Administrative Assistant)



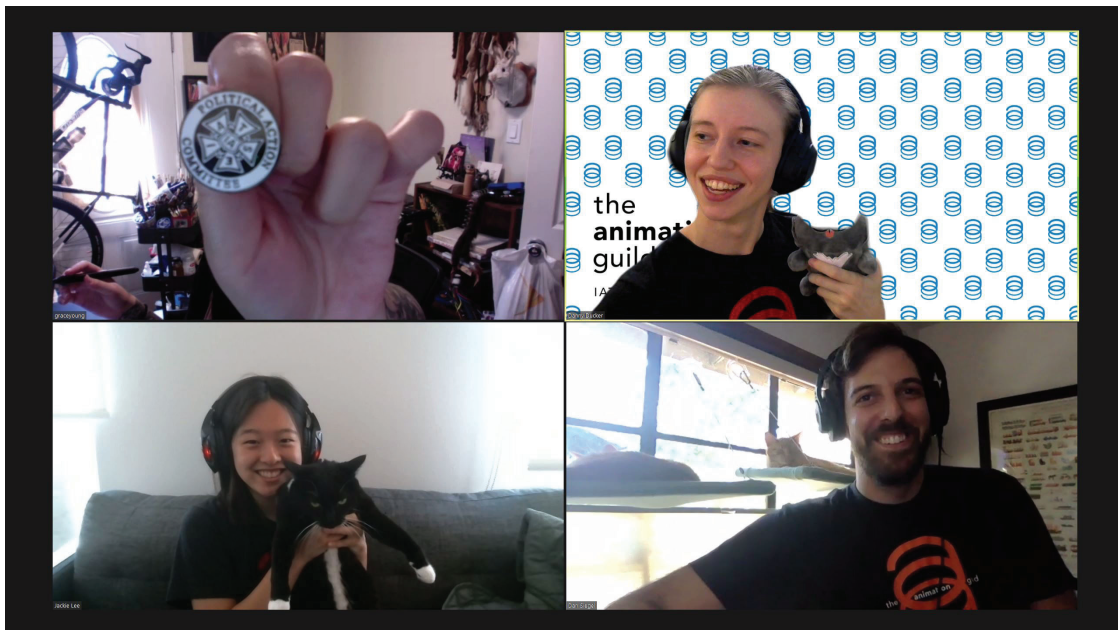
takes all of the test submissions that we receive and organizes them in a way that makes it easier for our Committee members to review so we can more quickly respond to the complaints that members make.

Steve Kaplan (Business Representative) knows the contract like the back of his hand and frequently attends our meetings to keep our battle plan effective and decisive.

Jupey Krusho (Facilities Manager) keeps track of our monthly meetings, invites attendees, and ensures that the Zoom account isn't already occupied by some other hard working committee. Before COVID-19 arrived on the scene, he also made sure he plied us with delicious empanadas during meetings, which I miss dearly.

I share all of this mainly to give props to a bunch of people who work really hard and do their jobs well, but also to reassure you, the reader, that if you decide to volunteer your time to the Guild those same people will be there to support you and your efforts.

Jump in and you'll find a lot of folks ready and willing to make things happen!



TAG Tuesdays continue . . . REMOTELY! Animation Guild Executive Board member Danny Ducker (top right) hosts a Zoom get-together with colleagues at Disney TV on August 25th. At top left is Grace Young, showing her pride in being a monthly donor to the IATSE PAC. Bottom row: Jackie Lee and Dan Siegel show their TAG solidarity and their kitty companions. Somebody order some cat-sized TAG logo shirts!

TAG MEMBER PERSPECTIVE: HELPING MEMBERS STAY ACTIVE

For the last 9 months, I have been on maternity leave. Although I had to step away from work temporarily in order to adequately care for my newborn, I did not step away from our union. This put me in a financially awkward situation: I was no longer earning a standard income, yet my member dues remained unchanged. I could choose to go on Honorable Withdrawal and postpone paying my dues until I started work again, but doing this felt like a disadvantage to me as a member who is actively contributing to their union. If I were to go this route, then I would be unable to make my voice heard in a ballot vote of the membership. I also would put the ability to run for an elected office in jeopardy per the rules in our Constitution. It felt like my best choice was to pay my full dues, despite receiving no income or financial aid of any kind for an entire 3 months and only partial assistance for the other 6 months of my leave. We should be giving members who find themselves in a similar position as myself a better option.

That is why I, along with Kristin Donner of the FAM Committee, will be bringing a proposal before the membership at this September's General Membership Meeting that entails introducing a reduced dues schedule specifically for members who are on Family Leave. Family Leave can take many shapes, in addition to caring for a new child. Members may find themselves stepping away from work to care for aging and ailing parents and other family members, which puts them in a similarly challenging position. Making this new option available will help more of our members keep their Active status while weathering these trying times in their lives, which will allow them to have an equal voice in our union.

Any type of dues adjustment requires a vote by the members, so please be ready to make your voice heard on this matter!

— *Teri Hendrich Cusumano*

As a union member, you have a right to union representation at certain meetings.

Think you might be called into a meeting where you may be disciplined, or some investigative questioning may take place? This may apply to performance reviews, especially if you have recently been given verbal or written warnings about your performance. Would you like your union rep to be present? Email Business Representative Steve Kaplan at steve.kaplan@tag839.org.

WEINGARTEN RIGHTS



IATSE LOCAL 839

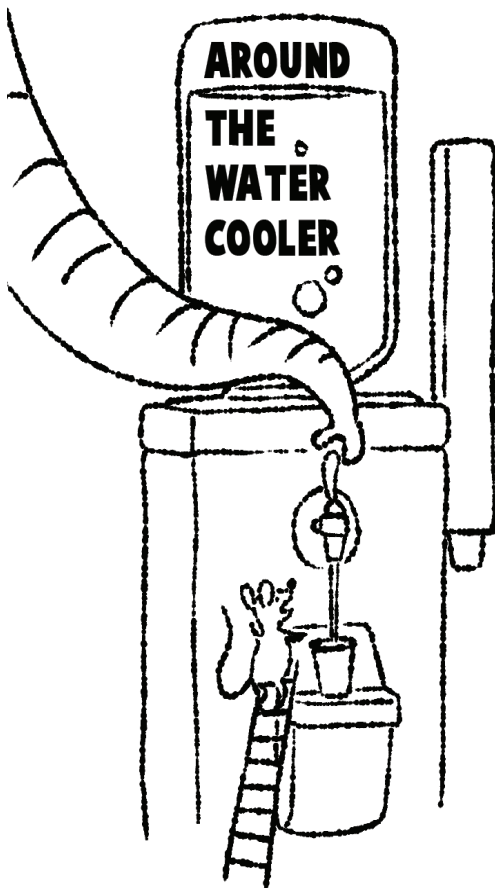


"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my Union Representative be present at the meeting. Without representation, I choose not to answer any questions. This is my right under the 1975 U.S. Supreme Court Weingarten decision."

(If you are called to a meeting with an employer, read the above or present this card when the meeting begins.)

Download your Weingarten Rights Card:

<https://animationguild.org/wp-content/uploads/2020/08/WeingartenCard.pdf>

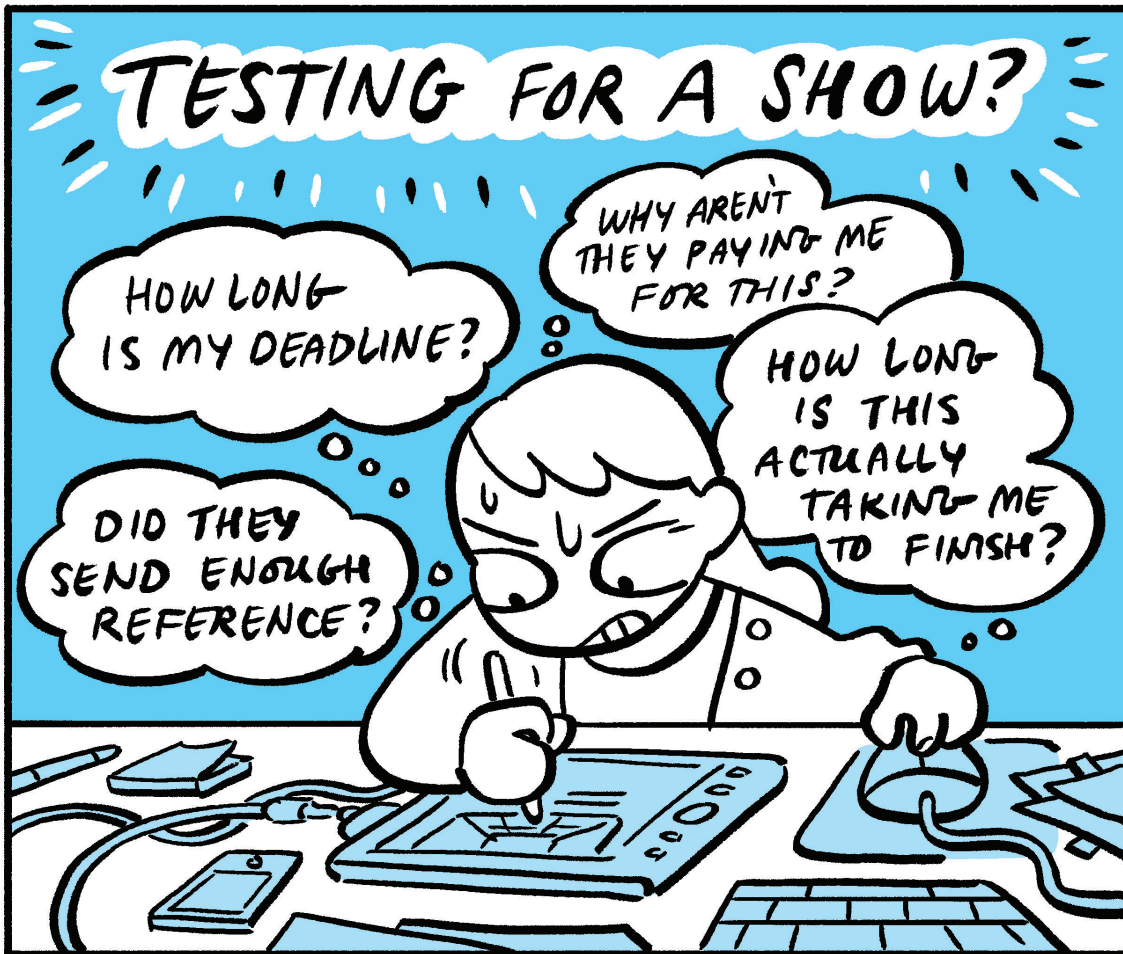


TAG has a new Workplace Equality Committee. Their mission?

All employees have the right to fair and equal treatment at work, and the right to recognition for their work. The goal of the Workplace Equality Committee is to combat discrimination, harassment and hostility toward employees.

To learn more about the WE committee and to get involved, email the WE Committee at:

workplaceequality@tag839.org.



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

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/>.



Tuesday, September 22nd is MPTF Giving Day because it's the 99th anniversary of the organization's inception! MPTF recently published an anthology of work by The Grey Quill Society, a writing group made up of residents on the MPTF Country Home campus that meets weekly to explore life's journey and shape deeply personal life events into intriguing narratives. You can give \$100 or more for to the MPTF Giving Day Campaign and receive a free copy of the Quill's latest book!

MPTF needs your help, to help others. It begins with compassion, and only succeeds when you participate. When you give to this important cause, your generosity is amplified 100% by matching gifts from two anonymous donors. The pandemic acts as ample proof of the essential nature of MPTF and the services they provide both on campus and in the community. When you feel a connection, a responsibility, and decide to share your good fortune, at whatever level you are able, it completes the circle. This circle cannot exist without individuals like you.

If you have the means, we hope you will make a donation. To learn more and to see four generous celebrities bringing to life short passages from the *3rd Annual Grey Quill Society Review*, visit <https://mptf.com/givingday/>.



IN MEMORIAM

Joe Ruby passed away at the age of 87 on August 26, 2020. After a stint as a sonar technician in the Navy during the Korean War, he started his animation career as an Inbetweener at Walt Disney Studios, moved on to their sound department, and later met his writing partner and future business partner, Ken Spears, while working at Hanna-Barbera Productions. It was there in 1969 that the pair, along with Iwao Takamoto (who drew the original sketches for the main characters), co-created the animated series *Scooby-Doo, Where Are You?* Ruby and Spears followed up their *Scooby-Doo* success with other Hanna-Barbera cartoons such as *Jabberjaw* and *Dynomutt, Dog Wonder*. The two supervised Saturday Morning Cartoon Programming at ABC before setting up their own studio – Ruby-Spears Productions – in 1977, where they produced a reboot of *Alvin and the Chipmunks*, *Mister T*, *Superman*, *Thundarr the Barbarian*, *Fangface* and *The Plastic Man Comedy-Adventure Hour*, among other wild and wonderful shows for kids.



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

SEPTEMBER

September 29th

TAG Tuesday

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

September 29th, 7 p.m. via Zoom Webinar

Virtual General Membership Meeting

Call for Negotiations Committee volunteers!

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

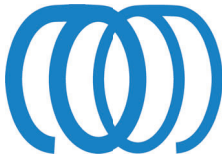
OCTOBER

October 27th

TAG Tuesday

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

Check the full TAG calendar, including special events and committee meetings, at: <https://animationguild.org/about-the-guild/calendar/>



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