

If you are registered to vote in California, you've likely already received your ballot to vote by mail in the 2020 General Election on November 3rd. Haven't gotten your ballot yet? You might want to check your voter registration – residents of LA County can do so at [lavote.net](https://www.lavote.net), which will link you to a treasure trove of election and voter information on the website of the LA County Registrar-Recorder/County Clerk. And if you're not yet registered to vote, it's not too late! Follow that link above and register online as soon as possible – up to 15 days before Election Day. If you miss that deadline, you may still be able to vote in this election, as Conditional Voter Registration (CVR) allows eligible Los Angeles County residents to conditionally register and cast a ballot at any Vote Center in LA County during the 11-day voting period. Whew!

There's a lot to think about when it comes to our local, state and national elections and we're all being bombarded with information and misinformation from every angle, by ads on TV and radio, phone

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Publications of *bona fide* labor organizations may reprint articles from this newsletter so long as attribution is given. You can stop by the Animation Guild office weekdays between 8:30 a.m. and 5 p.m. and pick up current or recent back copies of *The Pegboard*, free of charge.

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calls (from real people, recordings and robots), social media posts, concerned friends and crazy uncles. Does anyone know what all of these Propositions really mean or what the candidates stand for?

As a labor union, The Animation Guild has a duty to support the candidates who fight for workers and families in their communities, and for legislation that benefits workers and labor causes. The union does not give money to candidates legislative campaigns, we encourage our members to support the IATSE Political Action Committee (PAC), which advocates our union's and all unions' interests in Washington, D.C. and across the nation. We have a Political Coordinator, Field Representative Leslie Simmons, who has a deep history in labor unions and politics, and who represents the Animation Guild at COPE (Council on Political Education) and LA County Federation of Labor meetings, where candidates are interviewed and ballot measures are evaluated. She is joined at House of Labor meetings by ten TAG members who serve as delegates and vote on finalizing endorsements.

While the Guild does not make official endorsements, we do offer the LA Fed's endorsements as a guide to labor-friendly candidates and legislation. You can find information and a link (<https://thelafed.org/2020endorsements/>) to the LA Fed's 2020 endorsements on page 11 of this issue. We encourage all of our eligible members to vote in this and all elections – it's your chance to choose the leaders who will represent all of us in local, state and federal government. And it's your chance to support legislation that can help to improve your life and the lives of your families, friends, colleagues and communities.

One more thing: Ladies, may I remind you that in 2020 we are celebrating the 100th anniversary the Nineteenth Amendment, which assured us our right to vote in state and national elections? Think about that: Women couldn't vote for President before 1920. The brave and astoundingly tough women who fought tooth and nail, went to jail and endured brutal punishments for the audacity of trying to make their voices heard did not do what they did so that we could sit back and grumble that our votes don't matter. What you do matters. And this year, what you DON'T do might matter even more if you choose not to exercise your constitutional right to vote.

Make the time to find out about the candidates, legislation and issues. Then make a plan to vote and DO IT.

— ***Paula Spence***, Pegboard Editor

FROM THE PRESIDENT JEANETTE MORENO KING



HOW ARE YOU HOLDING UP?

It's a question I've asked more times in the past 7 months than I have my entire life, I'm sure.

So, I ask you – How are you holding up? I genuinely care about your answer. And how strange that we are all experiencing this together yet each of us having our own unique reality – everyone with our own personal difficulties and coping mechanisms.

How is the member who lives alone doing after 7 months of little in-person interaction? How are the parents of young children managing work while teaching, entertaining, feeding, and caring for their kids? How about members with lots of roommates? Or couples who've had to lockdown while in the midst of a breakup?

This pandemic amplifies all of the usual daily issues we all have to deal with. It just makes everything harder especially when we're also dealing with societal strife, natural disasters, and an unprecedented test on our political system.

I don't know about you, but some days it's all just too much to bear. My husband, Tom King, and I are both directing on Adult Comedy shows and it has been grueling. I try my best to keep a regular schedule for myself and my family but it has been very difficult to maintain. It's hard to resist shuffling to my computer right after I roll out of bed. The only thing preventing that is my dog, Tito, who insists on at least a mile walk in the morning. And the only way to squeeze that into my day is to leave the house at 6 am.

Cooking three meals a day for four people and cleaning afterwards has become a grind. Thankfully, duties are divided equally between me and Tom, and it doesn't hurt that he's a great cook. My work day usually ends around 7 or 8 pm and that's when we have our various union meet-

ings. I do love being involved with our union but by the end of the day I am spent. Our house is a mess and that's okay. The mail is in huge piles and that's okay. The car is overdue for maintenance and that's okay. We usually eat our dinner around 10 pm and that's okay.

For as difficult as these last 7 months have been, I have so much to be thankful for.

I hope you all are doing okay. I look forward to the day that I can actually see you all again in person and we can chat about what a weird time this was and say, "I'm sure glad that is over".

In solidarity,

Jeanette Moreno King

President

The Animation Guild, IATSE Local 839

[*jeanette.king@tag839.org*](mailto:jeanette.king@tag839.org)

Are you interested in representing your fellow members at next year's contract negotiations?

The Animation Guild's Negotiations Committee is made up of active and engaged members who are ready to join others in crafting meaningful proposals to achieve the best deal possible for our next Master Agreement. No prior experience is necessary – just a willingness to participate in monthly meetings and training sessions, and to work with others to represent all of our members.

So are you game? Negotiations will happen next year in late spring or early summer, but the preparation work has already started. Get involved with the Negotiations Committee by emailing [*negotiations@tag839.org*](mailto:negotiations@tag839.org).

FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



Recently, a multi-union coalition composed of representatives from the IATSE, DGA, SAG-AFTRA, the Teamsters, and the Hollywood Basic Crafts negotiated a set of return to work policies and protocols in order to provide a unified set of rules to follow for returning the entertainment industry back to work. IATSE President Matthew Loeb entered the negotiations with the intention to create policies that applied to the entire motion picture and television industry in the United States and Canada, and had to fight to achieve that goal. The producers originally intended to keep TAG from being included in this agreement, but relented to President Loeb's demand to keep us in.

The agreement begins by stating that the employers and the unions agree that preventing the spread of COVID-19 and maintaining a safe and healthy workplace is of the utmost importance. As part of the agreement, the collective established work zones that correspond to various jobs and their potential level of exposure to the virus. The agreement provides for many employer-provided items like PPE, testing, workplace protocols, a COVID Compliance Supervisor, training on how to avoid contracting the virus, and much more. We have provided links to the agreement, and a general summary of the agreement on our COVID-19 Resource Page (<https://animationguild.org/covid-19-resource-page/>).

Should a studio ask for members to return to work during the pandemic, they will be subject to the Return To Work Agreement, and animation will be classified in Zone D, which does not provide regular COVID-19 testing during employment. At this time, we have not received any news of studios asking members to return to their workplaces. Anecdotal reports shared with the Guild state that some studios have mentioned not returning until 2021. If you have information about when your studio is planning to ask members to return to work, please email membership@tag839.org to let us know.

The Agreement is a living document and both the Multi-Union Coalition and the AMPTP will be meeting regularly during the pandemic to address any issues that arise or any advancements in medicine or protocols that occur. We will update you as this agreement changes. Please continue to make your health and safety a priority. As always, if you have any questions or concerns, you can reach out to us at membership@tag839.org.

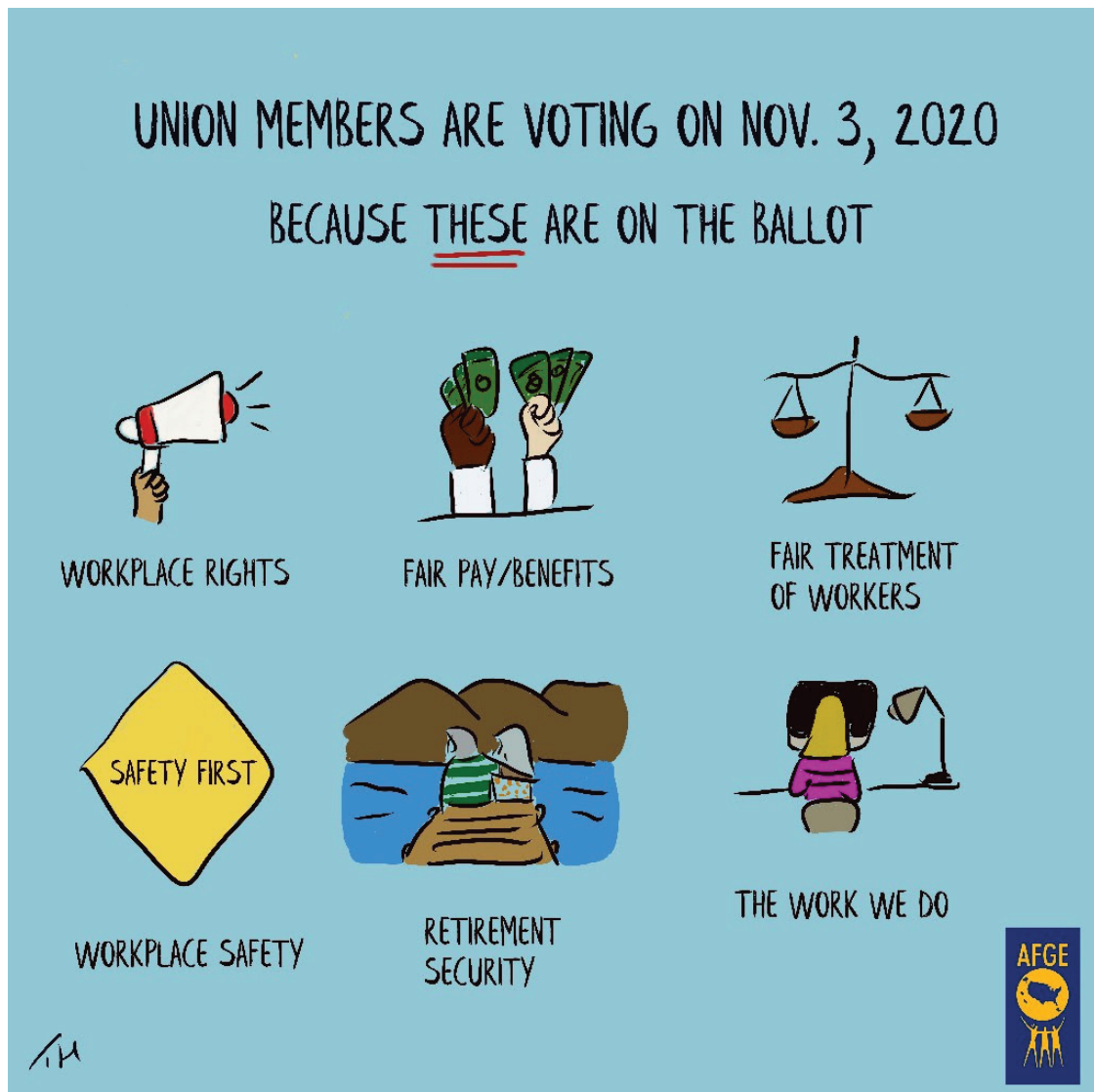
In Solidarity,

Steve Kaplan

Business Representative

The Animation Guild, IATSE Local 839

steve.kaplan@tag839.org



Graphic by the American Federation of Government Employees.



PHARMACY BENEFITS UPDATE

Hello TAG Members!

A change has been made at MPI. The Plan is switching the pharmacy benefits away from Express Scripts to CVS Caremark as of January 1, 2021. MPI will be sending notices out to participants soon. There is no action needed for plan participants. All participants will be automatically enrolled in the CVS Caremark plan.

The new CVS Caremark prescription plan will replace the Express Scripts prescription plan, and will be the only pharmacy plan option for MPIHP participants. Your pharmacy benefit and co-pays will not change and the CVS Caremark plan will have many of the same features you have become accustomed to and others that will further improve MPIHP pharmacy benefit. For example, participants taking specialty medications will now be able to pick up those prescriptions from retail CVS Pharmacy locations if they choose.

As we get closer to your new plan's start date, participants enrolled in Anthem Blue Cross will receive an updated membership card from Anthem Blue Cross reflecting the new prescription coverage through CVS Caremark. Participants enrolled in Health Net, Kaiser Permanente, will receive an updated membership card from MPIHP. The updated membership card will contain the new CVS Pharmacy information.

On or after January 1, 2021, you will be able to register at [Caremark.com](https://caremark.com) where you can see plan information, check drug costs and coverage, find personalized drug savings opportunities and more. For more information and answers to commonly asked questions, visit [Caremark.com/HelpCenter](https://caremark.com/HelpCenter).

You can review an FAQ that MPI will be sending to you at <https://animationguild.org/ESI-to-CVS-FAQ>. If you have any questions or concerns, contact MPIHP by calling 855-275-4674, from 6:00 AM to 6:00 PM PST, Monday through Friday, or by emailing service@mpiphp.org.



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

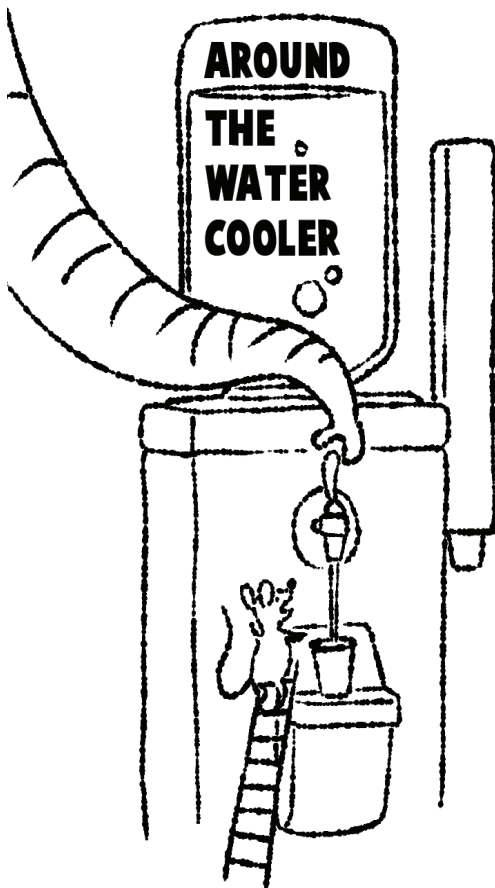


"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my Union Representative be present at the meeting. Without representation, I choose not to answer any questions. This is my right under the 1975 U.S. Supreme Court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



The Design Committee has created an Anonymous Design Wage Database and it is now LIVE: bit.ly/tagdesignrates.

Designers – please report your current and past wages! Rate information is being collected for Visual Development Artists, Character Designers, Prop and FX Designers, BG Designers, BG Painters, Color Designers, Design and Color Supervisors and Art Directors.

All information is anonymous and helps the design community!

We may not be able to meet in person, but we still want to celebrate all the amazing crafts and goods created by TAG's talented artists and writers! This year the 3rd annual Holiday Market will be going virtual!



The Virtual Holiday Market will be open to the public between Dec. 1 and Dec. 18 and we are accepting submissions now!

If you would like to participate, please fill out a submission form by Oct. 23, 2020! Email alexi.drosu@tag839.org with any questions.



The LA Fed Election 2020 Endorsements

The Los Angeles County Federation of Labor supports progressive initiatives and leaders that address the urgent concerns of our community. Delegates from over 300 labor unions representing 800,000 workers all over LA County meet monthly to work together on issues such as organizing the labor force, supporting progressive leaders who fight for working people, and pushing for transformational change through legislation that benefits our communities.

If you're looking for a guide to labor-friendly candidates and legislation, you can review the LA Fed's endorsements here:

<https://thelafed.org/2020endorsements/>

The LA Fed and the Animation Guild urge you to register to vote as soon as possible, as California's universal mail-in ballots have already started arriving in mailboxes. We also urge you to fill out and mail in your ballot as soon as it arrives!

Visit lavote.net to register to vote, check your current registration status and make a plan to vote on November 3rd!

Have you received information about the 2nd Annual TAG Post-It Note Show & Auction and how to participate and bid? If not contact Leslie Simmons at leslie.simmons@tag839.org to learn how you can purchase and bid on one-of-a-kind TAG member artwork - on Post-It Notes!

A yellow sticky note with the words "BID NOW!" written in large, bold, black, hand-drawn capital letters.



DAY AT THE GAMES

SATURDAY, NOVEMBER 7TH

1:30 TO 3 P.M. (PST)

This year's MPTF – IATSE fall fundraiser, Day At The Games, is a family friendly VIRTUAL event! Join us for some friendly competition with head-to-head games, including: trivia, lip sync challenges, Pictionary and more – played on the Go Game platform. We're also bringing back our online auction!

Funds raised enable MPTF to continue helping industry workers in times of need by providing programs and services, including financial assistance, subsidized child care and care for aging parents.

Participation is FREE, so log on with the whole family this November to support this vital organization that takes care of our work “families” all year long!

Visit MPTF.com/DayAtTheGames to Register!

**Registration closes on Monday, November 2nd.*

YOU'RE INVITED!

MPTF | 100



HOSTED BY



HUGH JACKMAN

TUESDAY, OCTOBER 27

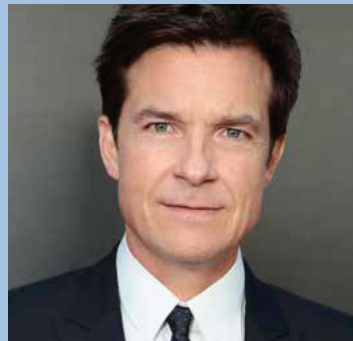
6:30PM–7:30PM PDT

STREAMING LIVE ON MPTF'S YOUTUBE
AND FACEBOOK CHANNELS

WITH READINGS BY



ANGELA BASSETT



JASON BATEMAN

FOR MORE INFORMATION, VISIT WWW.MPTF.COM/REELSTORIES
OR CONTACT EVENTS@MPTF.COM

THANKS TO OUR SPONSORS

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Caring is Infinite

IN MEMORIAM

Patricia Blackburn passed away on May 26, 2020. She joined the Animation Guild in 1966 when it was known as the Motion Picture Screen Cartoonists, and worked as an Animation Checker at Hanna-Barbera, Filmation and Rich Entertainment on such classics as *Thundarr the Barbarian*, *Heathcliff*, *BraveStarr* and *The Swan Princess*.



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

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

TAG Office Hours via Zoom Video Conference

Reserve your spot: RSVP@tag839.org

OCTOBER

October 27th

TAG Tuesday

Wear your TAG T-shirt and share your solidarity on social media while we work at a distance – there is strength in numbers!

NOVEMBER

November 7th, 1:30 to 3 p.m.

IATSE & MPTF Day At The Games Online Fundraiser

This year's IATSE Fall Fundraiser for MPTF will be all online!

Visit MPTF.com/DayAtTheGames to register by November 2nd.

November 17th, 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.

November 24th

TAG Tuesday

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

November 26th and 27th

Thanksgiving and the Day After Thanksgiving

Contract Holidays

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



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