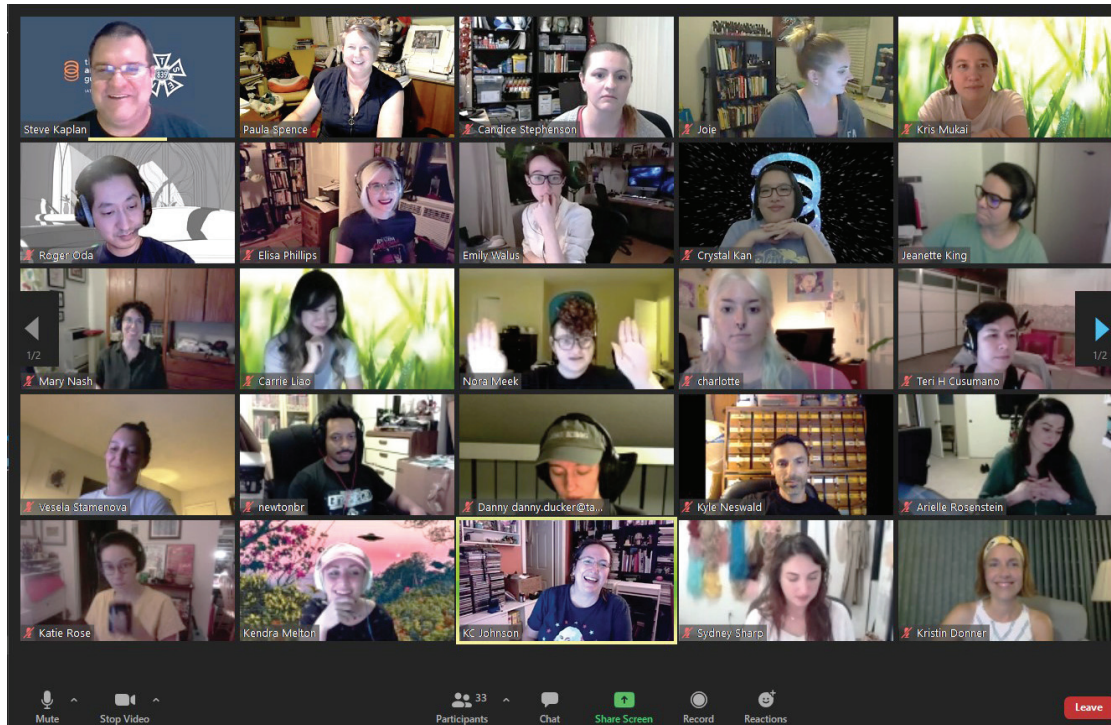


## FACES OF IATSE DISTRICT 2



It was so nice to see people's faces this year at the IATSE's District 2 Convention – for two reasons: 1) We've all been working at home and staying away from each other for so long that it's a treat to reconnect with our sisters, brothers and kin from other IA Locals, and; 2) At this convention we usually spend all day Saturday and part of Sunday looking at the backs of a bunch of heads, but this year was different.

Because of the pandemic, our original plans to meet in San Francisco were postponed until the end of October. And because the pandemic is ongoing, our usual 3-day in-person meeting was reduced to one day of video conferencing with an abbreviated agenda. We still got to hear from a couple of inspiring speakers (AFL-CIO Secretary-Treasurer Liz Shuler and IATSE President Matthew Loeb), work with various committees via Zoom's breakout rooms feature and review and vote on several resolutions that will help steer the course of action taken in the future by all of our Local Unions. But we missed out on some of the pomp and circumstance of the regular convention, when we might

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IATSE LOCAL 839

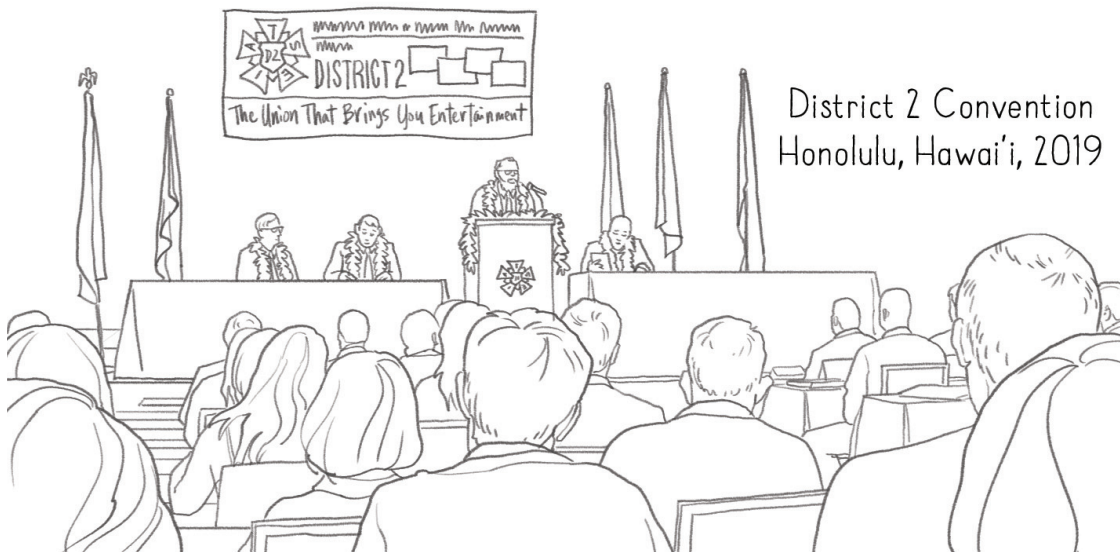
see a color guard march in with the flags of District 2's four member states (Arizona, California, Hawai'i and Nevada) or hear a stirring invocation at the start of each day. I missed the education session that usually takes place on Sunday morning. And there was no memorable party thrown by the host Local, though I will say that I enjoyed the District 2 Women's Committee mixer, which featured a Q&A with California State Senator Maria Elena Durazo and a really productive breakout room discussion with ladies from other Locals.

I asked our group of TAG delegates to send me their thoughts to share with Pegboard readers, and here's what Executive Board member Crystal Kan had to say: "It was my first time on the Activism committee, and going in, I wasn't quite sure what to expect. But as each Local's delegates went through what their Local did for their union and the community since COVID hit, it dawned on me that everything a union does is considered activism! As our Local was waiting our turn to speak, I reflected on my first year in office and realized that so many of our members have stepped up and were putting in the effort . . . I am truly inspired and excited to see what we can do together in the future."

Another TAG delegate, Norman Joseph, heard President Loeb note that he recognizes a lack of diversity among IATSE leadership and is forming a 30-person committee to work towards improved fairness and inclusion. Norman was inspired "to see multiple resolutions come out of the convention, which tells me that we have people committed to working hard toward the common cause of betterment for the community."

Seeing my fellow delegates come together at this convention and be inspired refreshes and reinvigorates me for the continued effort that is required of all of us if we want to make things better for Animation Guild members, our families and the communities around us. I agree with Norman that Liz Shuler said it best in her keynote speech: "When we come together, working people get ahead."

— *Paula Spence, Pegboard Editor*



**FROM THE PRESIDENT  
JEANETTE MORENO KING**



**WELCOME OUR NEW ANIMATION  
LOCAL 938!**

On October 8th, Animation workers at Titmouse Vancouver voted by an overwhelming 98% to join IATSE's first Canadian animation union: The Animation Guild, IATSE Local 938!

Their choice of the number 938 is no accident.

Talk of unionizing the Vancouver animation workforce had been around for decades but it took the mistreatment of animators coming to light at Nitrogen Studios on the production of *Sausage Party* in 2016 to inspire real movement. The Art Babbitt Appreciation Society (ABAS) was formed by a group of these motivated animators who decided that they'd had enough of the poor working conditions in their industry. If you didn't already know, Art Babbitt was a well respected Disney animator that led the way to unionizing that studio.

This is directly from the society's website:

*"After the news broke of animators' mistreatment at Nitrogen Studios on the production of Sausage Party, a group of concerned animators gathered together in an effort to change working conditions that we know are pervasive across our industry in Vancouver.*

*We have been working closely with representatives at IATSE to develop strategies and efforts to improve issues such as unpaid overtime, low wages, job instability, lack of benefits, and work related health problems. We believe that all of these issues will be best solved through the unionization of our industry.*

*First and foremost, we are a community group. We invite conversation, discourse and participation from artists of all opinions. The issues we face are multiple and complex, and as such will require complex solutions.*



*We are the animation artists that make up this industry, we pour our souls into the craft and we have worked too long for too little. We are skilled, we are essential, we are animation.”*

I’m proud to say that the IATSE Representatives in those early days of the initial organizing effort were Julia Neville and our very own Business Rep, Steve Kaplan. He made multiple trips to Vancouver advising and guiding the ABAS on how to go about building a community of support for workers’ rights. They used TAG 839 as a template and inspiration for the effort.

Our ties run deep with our new sister Local and I can’t be more proud. I truly believe that Titmouse is only the beginning. Once workers realize their power within this industry, real change can happen.

In solidarity,

**Jeanette Moreno King**

***President***

*The Animation Guild, IATSE Local 839*

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

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### **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).

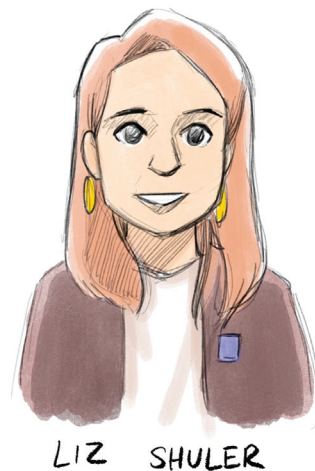
## FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



As we learn to live and stay healthy through the COVID-19 pandemic, teleconferencing has become one of the tools we all need to stay productive and connected. This doesn't just apply to work meetings or virtual happy hours with friends, this even extends to the business of Union administration.

The 2020 IATSE District 2 Convention was held via a professionally stage-managed Zoom meeting on Saturday, October 24. Once again, The Animation Guild showed up strong with the largest Local delegation and four resolutions for the convention delegates to consider.

The Convention opened and after the usual initial proceedings, District 2 Co-Chair IATSE Vice President Mike Miller presented AFL-CIO Secretary-Treasurer Liz Shuler as the guest speaker. Liz gave an inspirational speech about how important union activism is, not just in normal times, but especially before the federal election. Liz pointed out that Unions will be the driving force behind getting middle class Americans informed and engaged in this election.



Following Ms. Shuler's speech, District 2 Co-Chair IATSE Vice President Thom Davis introduced IATSE President Matt Loeb for his speech. President Loeb gave a "State of the Union" update, shared his thanks for all the work the IATSE members are doing to stay positive and engaged during the pandemic, and then committed to working to address systemic racism in our industries and our Union. He boldly pointed out that we suffer from biases and need to recognize our role in shifting the

culture in our industries and communities. He announced that he has hired consultants to help direct the IATSE in forming programs, policies and tools to aid in that effort.

IATSE Political Director Tyler McIntosh shared an update of the efforts of the Political Department in support of the IATSE's endorsement of Joe Biden for president, as well as resources and tools the department has made available to Locals. He encouraged support of the IATSE PAC through direct donations, as well as participation in the Local 705/892 face mask auction and the The Animation Guild's Post-It Note auction.



PRESIDENT LOEB

The Convention Committees then convened in Zoom breakout rooms. I sit on the Finance committee, where it was decided to continue the standard \$5,000.00 donation to the California, Arizona, Nevada, and Hawai'i state AFL-CIO chapters in support of political activities, but did not make the standard \$3,000.00 donations to the Walsh-DiTolla-Spivak Fund, the Motion Picture Television Fund, Will Rogers Fund, and Behind the Scenes, as the District Executive Board donated funds to the Motion Picture Television Fund and Actors Fund in April to support IATSE members in need due to the COVID-19 pandemic. I later heard that the Resolutions Committee took the entire two hours to review, discuss and bring the resolutions to the Convention floor. I am proud of 839 members Teri Cusumano, Jake Hollander, and Bryan Newton who were seated on the Resolutions Committee and worked to support the resolutions we proposed.

The Convention reconvened and the resolutions were brought to the delegates. All four of our resolutions were presented unchanged, and approved by an overwhelming majority of the delegation. You can review our resolutions at <https://animationguild.org/tag-resolutions-pass-at-d2-convention/>. Many thanks to TAG members Kristin Donner, Norman Joseph, KC Johnson, Nora Meek, and Charlotte Jackson for authoring the resolutions, and the entire delegation for working with Nora and Charlotte to complete the drafting of the Resolution to Address Police Violence.

The remaining committees reported their activities in their meetings. After hearing no unfinished or new business, the Convention adjourned at 3:30 pm. This is a break from standard practice, where the District 2 Convention usually lasts two days, and the IATSE Education Department typically holds an education session on the second day.

District Co-Chair IATSE Vice President Miller closed the Convention by saying “While it is good to see everyone’s faces over Zoom, I sincerely hope to see everyone in person at next year’s District 2 Convention in Toronto”, which I wholeheartedly echo. While it is great that technology allows us to continue our work in the industry and for the Union, it will be cause for celebration when the pandemic abates and we can be together in person again.

The work the TAG delegates put in this year was amazing and has helped to raise our visibility and awareness of our work to the rest of the IATSE.

In Solidarity,

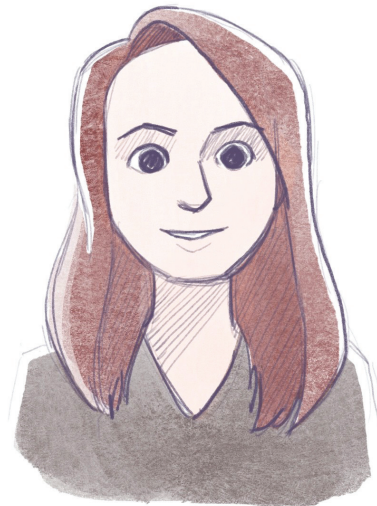
**Steve Kaplan**

***Business Representative***

*The Animation Guild, IATSE Local 839*

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

NICOLE MILLER



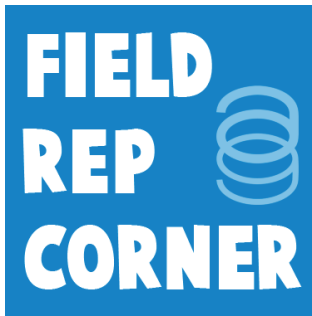
*Color illustrations by Executive Board Member and Delegate Crystal Kan  
B&W illustration by Delegate Kris Mukai*



10/24/20

# IATSE DISTRICT 2 VIRTUAL CONVENTION





## ARE WE THERE YET?

This long election road trip we've been on for more than a year is almost over. As of this writing, the presidential election results were not official, but Joe Biden was in the lead with Electoral College votes. By the time this hits your mailbox or inbox, we'll know who's in the White House for the next four years.

You may know that the IATSE endorsed the Biden/Harris ticket because their policies favor working people. I know many of you are proud of the craft you work in and being an artist, tech wizard or writer – or all of the above. But to the studios, you're workers. Unless you have CEO or COO or President or Vice-President in your title, we're all working people to them. And that's important to remember – regardless of who is in the White House.

Why? Because the strength of your collective voice as a member of a union and the strength of the Animation Guild's Master Agreements and the IATSE's Basic Agreement are at stake when you have anti-worker, anti-union people running government agencies.

The National Labor Relations Board, for example, was established to protect workers, not work against us. But the current NLRB has put out a lot of decisions that go against our rights in the workplace. And these need to be reversed. It's not going to be instant, given the current anti-worker, pro-corporation appointed positions and their terms.

As the Economic Policy Institute report explained in October 2019, "[T]he Trump NLRB has advanced an anti-worker, anti-union, corporate agenda that has undermined workers' ability to form unions and engage in collective bargaining. Through a series of decisions, rulemakings and general counsel initiatives, the agency has systematically rolled back worker protections and betrayed its statutory obligation to administer and enforce the [National Labor Relations Act]. The Trump board has faithfully acted on a top-10 corporate-interest wish list published by the Chamber of Commerce in early 2017—taking action on 10 out of 10 items on this list. And the Trump board has gone beyond the chamber's policy requests and advanced additional measures that undermine workers' rights."

Some of the items on this “wish list”, according to EPI, include: overturning the *Specialty Healthcare* case to give employers more say in bargaining unit determinations; allowing employers to force employees into arbitration and disallow class or collective claims; and allowing employers to keep employees and their supporters off the employer’s property to discuss and publicize their views on workplace issues.

And most recently, this past summer, the NLRB ruled that employers can discipline or discharge shop stewards or officers who use “salty language” during the course of management meetings, if it’s in violation of the employer’s enforced code of conduct.

How can members help in labor’s efforts to restore rights in the workplace? Support the IATSE’s Legislative Agenda, which includes:

- Protecting the right to organize, expand collective bargaining rights and eliminate so-called “Right-to-work” laws;
- Enforcing strong copyright laws to protect creative content;
- Defending our pension funds and health care benefits;
- Preserving funding for the arts; and
- Restoring tax fairness for union creative professionals.

When you receive a call to action, take action! A lot of times it’s just to sign an IATSE-sponsored petition or send your representatives a letter, or call them. You can learn more about supporting the legislative agenda by visiting [www.iatsepac.net](http://www.iatsepac.net).

This road trip might be ending, but there’s a turnoff ahead to stopping the NLRB’s anti-worker decisions and restoring our rights in the workplace. Keep engaged. Stay aware. Stay the course.

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

## **MEMBER PERSPECTIVE ROBERT ALVAREZ**

### **THE IMPORTANCE OF RECOGNITION**

In 1985, I attended a Golden Awards ceremony. Some of the honorees that year were Preston Blair, Art Babbitt, Ward Kimball and Marc Davis just to name a few. Perhaps the names of those from the past are unknown or only vaguely familiar to some, but their contributions to our industry cannot be understated and nor should they be underappreciated. I'm very sure that when I attended the event that night, I was not fully aware of the significance of the ceremony. I was like so many young members of our Guild today. I did not think about lasting in the industry and working for 50 plus years, and then someday being in the same position as those honored that night in 1985.



That is precisely the point of this article. We are all dedicated to our craft. We want to do our best possible work. It is only right that our Guild recognize that dedication and achievement. Other guilds and unions like the Screen Actors Guild, Writers Guild of America, and the Art Directors Guild recognize their members' outstanding achievements each year. In 1984, the Animation Guild – then known as Motion Picture Screen Cartoonists – created the Golden Award in recognition of the achievement of 50 years of service to our craft. Though the ceremony started out as an annual event, there have been many years where no event was held. Last year in November, the Guild hosted the first Golden Awards event in 15 years and 28 members were honored.

I think the Animation Guild should continue to present these awards in the future to those members who have qualified. If not every year, perhaps this could be done every two to three years.

This may seem unimportant to our members who have just started working in animation or to the young members of the Guild. With discipline, dedication, and hard work, all of you will someday be recognized for those many years of dedication. This is right and fitting for all members.





We all can gain from the working experience of our fellow members. We stand on the shoulders of those members came before us. We gain from the knowledge of those long time veterans of our craft. Recognition for their dedication is important. It is my hope that the Guild will continue to have the Golden Awards for many years to come. Let's continue the tradition and support the Golden Awards in the future as we did last year in November.



*FACING PAGE: Robert Alvarez. TOP: Floyd Norman, Bob Foster and Tim Walker at the Golden Awards Ceremony in November 2019. BOTTOM: Golden Award trophies in the personal collection of Robert Alvarez.*

# CONVERSATIONS ABOUT GRIEF DURING THE PANDEMIC AND BEYOND

By Kristin Donner  
*Family And Membership Committee*

I'm joining a Zoom meeting ... but it's not for work. This time, it's a virtual memorial for my dear friend, Oliver Storgaard. My heart breaks as I type this, because typing it makes it seem a little more real, and I don't want it to be. Oliver was 31 when he died unexpectedly and so many years before he should have. He was creative, vibrant, and kind. I received the news on a Sunday and spent the better part of that day sobbing and scrolling through heart-felt tributes on Oliver's Facebook page. In between tears, I emailed mutual friends who'd been avoiding social media and might not have heard. When they replied in the days that followed, I read their sorrowful messages and cried again. I feel grateful for remote work – I don't think I could have maintained dry eyes throughout a normal week at the studio.

Color Designer Ashley Fisher believes it makes a difference to have an understanding Art Director and Producer. When her furbaby and best friend, Beamer, became seriously ill prior to the pandemic, he needed emergency vet visits and constant care. To cope, Ashley arranged with Cartoon Network to work from home and made up time on the weekends when her fiancé could share caregiving. She joined a Facebook support group and found a vet who made home visits. As Beamer's condition worsened, Ashley became physically exhausted and incredibly sad. When co-workers saw her tearing up at work, they responded with kindness. "Knowing what the pain of loss is like can be a common bond," says Ashley.<sup>1</sup>

"I was very lucky to be working at a place that valued me and saw what I was going through to protect and care for my mom," says Storyboard Artist Karen Hydendahl. For three long years, Karen balanced full-time work at Bento Box with in-home care for her ailing mother, animation veteran Jeanne Mary Tubergen. "I held her as she died, it was just me and her, my one example of unconditional love. Then poof, gone." As difficult as those declining years were, what followed was somehow worse. "I had to take five weeks off of work," explains Karen;



*TOP TO BOTTOM: Oliver Storgaard and Kristin Donner, (sister) Lisa, Jeanne Mary Tubergen and Karen Hydendahl, Ashley Fisher and Beamer.*

“There was no way I could work after all I’d been through. A lot to cope with while grieving. I had to take care of her belongings, her abandoned house, taxes, closing accounts, and people on the take. I had to shoulder all this alone.”<sup>2</sup>

Bereavement is perhaps even more lonely now that it’s sheltered-in-place. How can we best support each other during times like these? [\*The Eldercare Study\*](#) suggests workplace improvements through “greater flexibility, including more options for managing time; time off for care, especially time off without having to use up vacation time; and more understanding of [the] situation from management.”<sup>3</sup> While studios such as Disney Feature and Fox Animation already have bereavement policies in place, others are stepping up with new solutions; DreamWorks and Nickelodeon Animation now provide additional paid time off for self-care and caregiving.<sup>4</sup> Benefits like these cost studios very little, but have huge value to families in need.



Compassion is key. Upon Beamer's passing, Ashley's Producer gave her two days off from work, a co-worker sent her flowers and another shared a kind note. Words of love, kindness, and support warmed her heart. "I love hearing everyone's great Beamer stories and memories. He had a big fan club."<sup>5</sup>

In this moment, as I see so many familiar faces popping up on Zoom, my heart feels a little lighter. Friends from around the world are coming together in this virtual space to remember Oliver, and there is something comforting and quite amazing about that. During this pandemic and beyond, we should all try to show kindness to one another when our inevitable moments of grief arrive. As employers, supervisors, co-workers, and friends we have an opportunity to make an impact on grief. Let's make that impact a good one.



PICTURED: BG Painter Jeanne Mary Tubergen (far left) and the Tom & Jerry Crew.

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<sup>1</sup>Ashley Fisher, Interview in person, 2019.

<sup>2</sup>Karen Hydendahl, Interview via Facebook Messenger, October 11-19 and November 11, 2018.

<sup>3</sup>Kerstin Aumann, et al., *THE ELDER CARE STUDY: EVERYDAY REALITIES AND WISHES FOR CHANGE*, NSCW, 2008. (accessed October 22, 2018); available from [http://familiesandwork.org/site/research/reports/elder\\_care.pdf](http://familiesandwork.org/site/research/reports/elder_care.pdf).

<sup>4</sup>FAM Committee, Member discussion via Zoom, August 25, 2020; Kyle Neswald, Shop Steward, Interview in person, October 29, 2020.

<sup>5</sup>Ashley Fisher, Interview in person, 2019.



# TAG LOCAL 839

Group for Deaf, Disabled, and Neurodiverse Voices



Inclusion.  
Accessibility.  
Equality.  
Support.  
Representation.  
Community.

[TAGddnv@gmail.com](mailto:TAGddnv@gmail.com)

The DDNV group aims to recognize, uplift, and support Deaf, Disabled, and Neurotypical identifying members within the community. We strive to bring accessibility, inclusion, and respectful representation within TAG and animated media while also nurturing a safe environment for members inside and out of the office. Email [TAGddnv@gmail.com](mailto:TAGddnv@gmail.com) to join or find out more.

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Social Media can be a powerful tool personally and professionally so it's important to evaluate best practices and engage in good netiquette. Unfortunately, not everyone will practice good digital citizenship. Find out what is considered cyberbullying, what to do if you've been targeted and discover additional resources to help address online safety by visiting the Animation Guild's new Online Safety & Digital Citizenship webpage at: <https://animationguild.org/digital-citizenship/>.



Sisters, Brothers, Kin —

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation are accepting applications for ten scholarship awards this year. Each winner of a scholarship will receive a total of \$10,000 in scholarship funds which will be paid out at \$2,500 per year over a four-year period. Counting the 2020 awards, the Foundation will have had 90 scholarship recipients.

The deadline for the Annual Scholarship of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation is **December 31, 2020**. To be considered for the scholarship, you must mail in the completed application form, along with your official high school transcript, to the Foundation Office. You may also include any SAT or equivalent college entrance exam scores and letter of recommendations. If you are a Canadian student, please note on the application that those exams are not available to Canadian students applying to Canadian universities.

**Please note that the application must be mailed in. Emailed applications will not be accepted.**

For information on how to apply for the Walsh/Di Tolla/Spivak Scholarship, please click here <https://www.iatse.net/member-benefits/scholarship-foundation>.

In solidarity,

***Team IATSE***

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To be eligible Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation scholarship, the applicant must:

- Be the son/daughter of a member in good standing of the IATSE;
- Be a high school senior at the time of application; and
- Have applied, or be about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor's degree.



HAS YOUR ART TEST BEEN USED IN PRODUCTION?

WERE YOU **NOT** PAID?

**THAT'S WRONG!**

CONTACT THE TESTING COMMITTEE TODAY

[testingcommittee@tag839.org](mailto:testingcommittee@tag839.org)





# 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](mailto:service@mpiphp.org).







## JUST BETWEEN US

There's a place on MPTF's Wasserman Campus where adults 55 and older with mental health needs can seek compassionate, professional care. Patients are treated in a secure and private setting that offers a sun-roof covered patio near a peaceful rose garden.

The Samuel Goldwyn Jr. Center for Behavioral Health offers the highest quality of round-the-clock, careful attention for residents in complete and total privacy. As our Chief Nursing Officer and Hospital Administrator, Vilma Dinham, describes, "We go overboard to make sure a patient's info is kept strictly confidential while providing the highest level of care." Allisa Daquino, a Psychiatric Social Worker for the facility, adds, "We provide therapeutic support during a patient's stay, as well as collaborate with the patient's family to develop an after-care plan to continue their healing following discharge."

If you or someone you know is in need of these services, we encourage you to reach out to learn more. The center accepts both individuals from within our entertainment family as well as others living in the broader community.

Visit <https://mptf.com/>, or call 855-760-MPTF (6783) to connect by phone. And find out more about the Samuel Goldwyn Jr. Center for Behavioral Health at <https://mptf.com/healthcare/behavioralhealth/>.



*Caring is Infinite*

# IN MEMORIAM

***Susan Nichols Maciorowski*** passed away on September 1, 2020, after a long battle with cancer. Sue graduated from CAL Arts with a visual animation degree in 1987 and worked with Jim Henson on *The Muppet Babies*. Later, as a Visual Development and Story Artist at Walt Disney Studios, she helped define the look and narratives of many Disney films, including *Beauty and the Beast*, *Aladdin*, *Hercules*, *The Princess and the Frog*, *Mulan*, *Lilo & Stitch* and *Moana*.



***Catherine Zar*** passed away on September 1, 2020. After beginning her career at Hanna-Barbera as a cel painter, Catherine moved on to Inbetweening and Assistant Animation at Ruby-Spears, Filmation, Disney, Kroyer and Rich Entertainment.

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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](mailto:RSVP@tag839.org)

## NOVEMBER

**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

## DECEMBER

**December 25th**

**Christmas Day**

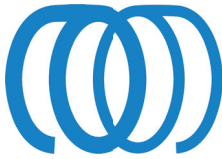
Contract Holiday

**December 29th**

**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!

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



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