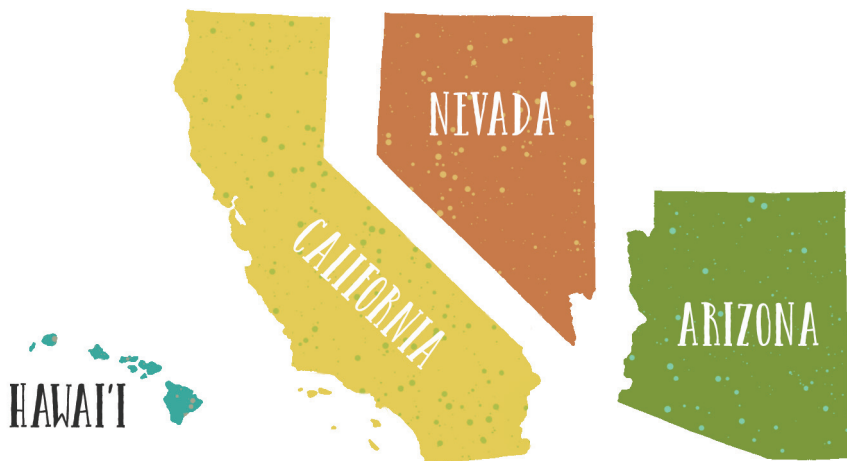


## YOUR CHANCE TO MAKE A CHANGE



Every year The Animation Guild sends Delegates to the IATSE District 2 Convention wherever it's being hosted. In 2020, the 76th Convention was scheduled to take place in June, but the pandemic and stay-at-home orders delayed the convention until October and then forced it online, where Delegates carried out the usual business of education, leadership, and moving our union forward.

IATSE District 2 represents 45,000 members across 49 local unions in Arizona, California, Nevada, and Hawai'i, and those Locals usually convene in various cities in those four states to craft policy and make decisions to protect IA workers and improve working conditions in our industries. Delegates represent their Locals as they work on issues that are important to fellow members in the entertainment industry. Representatives of the Animation Guild who serve as Delegates have an opportunity to learn more about how Local 839 and the IATSE work, meet union members from other Locals and the IA's offices, serve on committees that are doing the real work of running

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the  
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IATSE LOCAL 839

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our labor unions, 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 at the IATSE's District 2 and Quadrennial Conventions in June of this year, here are some things to know: We're doing it online again, so you won't have to travel—though the Quadrennial Convention does take place during our usual work week. You may want to take time off from work to attend, but it's NOT a vacation—you'll be signing in to meeting and committee sessions and working with members of other IA Locals. You will be assigned to at least one committee and expected to take part in discussion and voting.

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 March 30, 2021, 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—then make arrangements to have someone who will be at the meeting nominate you. We'll talk about more details 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**



## **STRENGTH THROUGH SHARING**

Did you know that it is against the law for “an employer [to] prohibit workers from disclosing their wages, discussing the wages of others, or inquiring about others’ wages” according to the California Equity Pay Act? ([https://www.dir.ca.gov/dlse/California\\_Equal\\_Pay\\_Act.htm](https://www.dir.ca.gov/dlse/California_Equal_Pay_Act.htm)) The only time it may be illegal to discuss wages is if an employee in charge of company wage and payroll information discloses information without permission.

Our state law reinforces and expands to minority groups protections that have been federal law since 1935, when the National Labor Relations Act was enacted, to make talking about pay legal in the workplace. (<https://www.nlr.gov/guidance/key-reference-materials/national-labor-relations-act>)

And in 2014, President Obama signed an Executive Order for non-retaliation for Disclosure of Compensation Information to promote the idea of equal pay for equal work and to create salary transparency in the workplace. (<https://obamawhitehouse.archives.gov/the-press-office/2014/04/08/executive-order-non-retaliation-disclosure-compensation-information>)

That is three levels of protection and an acknowledgement that wage transparency is fundamental to our union when bargaining with the studios for higher wages and pay equity. How do we set a wage proposal without knowing what to shoot for? The Guild’s wage survey (which will be sent out very soon, so keep your eyes open!) was created for just this reason. Though it is not comprehensive since it depends on voluntary responses, it gives us a general idea of where our wages stand. It includes non-union jobs so that we can also get a snapshot of the industry standard.

Many employee handbooks may impose a common workplace policy that prohibits employees from discussing their pay, implied or explicitly. Some managers verbally tell employees not to discuss their salaries. Even if an employee signs a non-disclosure agreement with an employer, they still have the legal right to discuss pay with co-workers and others. So keep this in mind when you are feeling the pressure from a manager—it is technically illegal for an employer to impose pay secrecy rules or punish employees for discussing salaries. You are protected, not just by your union, but at the state and federal level.

I also encourage you to practice wage transparency with your colleagues. If you are made an offer, check with those you respect and trust around you. Be bold and ask them directly, but also acknowledge that not everyone is comfortable with giving specific numbers. Maybe ask for a range or ask if your offer sounds reasonable or if you should hold out for more. I realize that this conversation is hard the first time you do it, but it gets much easier with practice.

Sometimes people take these discussions personally, but we all need to remember that if a pay disparity is discovered, do not take it out on the person who is benefitting from that disparity. Win them to your side. This is not a zero sum game. Ask them for advice on how they negotiated their rate. If you use the information to negotiate for a raise, make it about you and not them. If you need advice on how to approach your manager, please reach out to Guild leadership. If you and your coworkers discover a pattern of disparity, that is definitely a discussion worth having with our Business Rep, Steve Kaplan.

We are a union. We have each other's backs. This is a competitive industry, but let's keep it friendly and supportive. Only the studios benefit from dividing us.

In solidarity,

**Jeanette Moreno King**  
***President***

*The Animation Guild, IATSE Local 839*  
[jeanette.king@tag839.org](mailto:jeanette.king@tag839.org)

# FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



## DELEGATE NOMINATIONS

This year the IATSE will hold the quadrennial convention, and gives TAG the opportunity to send another strong delegation of active and engaged members. The quadrennial convention requires that delegates from each of the IATSE Locals be elected and attend. This gives delegates the opportunity to not only meet IATSE kin from across two countries, but also participate in the highest governing body of the Union, as is described in Article 2 of the International Constitution:

### ***Section 2. Convention***

*The supreme governmental powers of this Alliance and its constituent members shall be vested in its duly elected delegates in Convention assembled and when the Convention is not in session, in the International Officers duly elected by the delegates or appointed in accordance with the laws herein provided.*

The quadrennial convention is held the week after a general executive board meeting, and is preceded by a weekend of district convention meetings, and the meeting follows the format of the district conventions. Committees of delegates will be formed that include Resolutions, and Audit and Finance, as well as quadrennial convention specific committees that include Election, Constitution, and President's Report. The convention days are made up of reviewing the minutes of the General Executive Board from the past four years, reports of the various committees, guest speakers, and reports of the President. Elected delegates will participate in both the District and Quadrennial Conventions from Saturday, July 24 through Friday, July 30.

According to Article six, Section six of our Constitution, our delegate elections are held at the General Membership Meeting at least two months prior to the Convention. This puts the delegate elections for the 2021 District 2 Convention and Quadrennial Convention at this month's

meeting. After receiving approval from President Loeb, we will be holding the delegate elections virtually as we did last year.

The March 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.

If you are interested in being a delegate, please plan to attend the March General Membership Meeting on Tuesday, March 30. 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 the meeting 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>



## **THE BIDEN ADMINISTRATION'S FIRST 100 UNION-FRIENDLY DAYS**

While we're not quite at the first 100-day benchmark of the Biden Administration, this new president—who claims to be the most union-friendly president in history—has made some worker-friendly decisions already in terms of labor unions and workers' rights. I thought I'd sum up some of the decisions that have been made since January 20, 2021, when Joseph R. Biden Jr. was sworn in as 46th President of the United States.

On Day One of his presidency, Biden asked then-general counsel for the National Labor Relations Board (NLRB), Peter Robb, to step down or be fired. Robb, a pro-employer Trump appointee, refused. So Biden fired him. He also forced out Robb's number two and Assistant General Counsel Alice Stock.

This was a big deal. For those not aware of the function of the NLRB, it is “an independent federal agency enforcing the National Labor Relations Act .... [and] acts to prevent and remedy unfair labor practices committed by private sector employers and unions.”

The NLRB's general counsel is the top official for the agency and responsible for enforcement of the National Labor Relations Act and the administration of regional offices. The general counsel decides what cases the NLRB will pursue and which they do not. During his time in the position, Robb argued for employer-friendly interpretations of federal labor laws.

This was the first good move toward getting the NLRB back to a worker-friendly organization and not looking for ways to strip away our rights to organize and collectively bargain contracts.

The President had a bit of a setback when it came to some union support when he halted the building of the Keystone XL Pipeline. This angered many of the building trades unions because the stoppage of this project meant about 10,000 workers were out of a job. However, the administration was praised for its actions by the Indigenous-led anti-pipeline protestors.



Biden has indicated he supports green union jobs and his campaign plan stated that “if executed strategically, our response to climate change can create more than 10 million well-paying jobs in the United States.” Despite this pledge, the building trades are skeptical, and it appears the relationship between those unions and the Biden Administration are strained.

The President has also come out in support of the Amazon warehouse workers in Alabama who are currently in the process of a seven-week voting period whether to be represented by the Retail, Wholesale and Department Store Union (RWDSU). He posted a video on the POTUS social media channels voicing his support for workers to come together to form a union.

Closer to home, the recent COVID relief bill included all the priorities the IATSE and its political and legislative department in Washington, D.C. lobbied for, including:

- Extending existing COVID-19 economic support programs to sustain entertainment workers until they can safely return to work.
- Protect the healthy pension plans and earned pension checks of entertainment workers.
- Ensure tax fairness for middle class creative professionals.

Lastly, Biden came out in support of the reintroduced Protecting the Right to Organize Act (PRO Act). This legislation would protect the right to organize, expand collective bargaining rights, and eliminate the so-called Right-to-Work laws currently in place.

So far, the Biden Administration seems to be keeping its promise to support workers’ rights and unions. But despite this support, now is not the time to be complacent. Workers voices are strong and need to continue to be strong to make real change. We must continue to hold those elected officials here at home and in D.C. accountable and continue to push for change that protects not only union members but those wanting to organize and those who don’t.

In solidarity,

**Leslie Simmons**

***Field Representative/Political Coordinator***

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Call or text: 747.238.0287

# **TAG MEMBERS PLAY KEY ROLE IN NEURODIVERSITY PANEL**

TAG's FAM Committee Chair Kristin Donner was at an IATSE Women's virtual meet-up following last fall's District 2 Convention when the topic of neurodiversity arose. TAG's D2 resolution to research health insurance coverage of autism spectrum disorder interventions deepened the conversation.

It turned out that some of the other locals had been looking for ways to address this topic—a speaker's bureau, or perhaps a special event. As an idea took shape, Donner volunteered to help. Not only had she co-authored TAG's D2 resolution, but she and Megan Kreiner, an assistant animator at Disney, had co-hosted a 2019 Lunch & Learn for TAG members on the topic of autism.

Lunch & Learn panelists from Kreiner's circle of support had included her son's psychologist and the director of a workshop she had attended. "Having already gone through the process [of finding the help my family needed]," she says, "I felt I had a road map to share."

As Donner brought Kreiner into the planning for this new event, she says, "We were able to ... use our Lunch & Learn and Megan's connections as a jumping off point for this panel."

The result of this multi-Guild collaboration was "Brain Work: Industry Parents on Raising the Neurodiverse Child." Held on February 21, this virtual panel was put on by the IATSE Hollywood Women's Committees and hosted by the Motion Picture Editors Guild.

The panel had many purposes. As Kreiner says, "Where your child is on the spectrum is going to greatly impact your needs when considering therapies. But we all start in the same spot. We receive the diagnosis, and then have that moment when we ask ourselves, well now what? ... We tried to present the process in steps. First there's this, and then this, along with the choices and decisions you'll need to make."

The panel was also meant to raise awareness for efforts to add neurodiversity disorder care to health insurance coverage. "We're not going to be able to get that coverage without demonstrating need and interest among the members," Kreiner explains.

This interest, it turns out, goes beyond parenting children with neuro-diverse issues. Kreiner says she was surprised at the first Lunch & Learn by how many adults came seeking support. “However, I’m not surprised that they’re prevalent in an industry like ours and feel lost and unaccounted for. When you want exceptional minds doing your art, doing your creative work, doing your technical work, you’re going to have people on the spectrum.”

This is why the event was subtitled, “Neurodiversity Discussion Series Part 1.” Donner says, “Seeing a unified presentation from the IATSE Hollywood Women’s Committees in support of the neurodiversity conversation was amazing. The more outreach you can do, and the more awareness you can create, the better. Through this presentation, we’re normalizing the conversation and hopefully laying the groundwork for more panels on the topic.”

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*Use the links below to view the panel discussion or read an overview of the event written by Su Fang Tham for the Editors Guild’s CineMontage, the journal of the Motion Picture Editors Guild, IATSE Local 700. You can also access TAG Resources from the 2019 Lunch & Learn Panel, and a petition to add coverage spectrum disorders to MPI Health Plans.*

**View the Panel Discussion:**

<https://editorsguild-files2.s3-us-west-1.amazonaws.com/210221+-+Brain+Work+-+Industry+Parents+on+Raising+the+Neurodiverse+Child.mp4>

**Read the Recap Article in the Editors Guild’s CineMontage Magazine:**

<https://cinemontage.org/iatse-womens-committees-aim-to-help-parents-with-neurodiverse-children/>

**TAG Resources:**

[https://animationguild.org/wp-content/uploads/2019/11/Autism\\_Resources.pdf](https://animationguild.org/wp-content/uploads/2019/11/Autism_Resources.pdf)

**Petition to add Spectrum Disorders to MPI Insurance:**

<https://www.change.org/p/mpiphp-expand-mpiphp-health-coverage-to-include-all-evidence-based-therapies-for-spectrum-disord?>



# DESIGN COMMITTEE GENERAL MEETING

March 23rd, 7-9pm


To RSVP or for questions, please email [tagdesigncommittee@gmail.com](mailto:tagdesigncommittee@gmail.com)

Come catch up as we discuss the state of design crafts in the covid era, current initiatives, and ways to support the upcoming negotiations



We will be discussing general design issues with a focus on potential proposals for negotiations  
-all guild members are welcome to attend-

Stay in touch on the Discord! #Designers-Committee



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Don't miss out on Animation Guild events! Keep your contact information up-to-date and sign up for our email 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/>.

TAG Local 839 People of Color Committee's

# FREE PORTFOLIO REVIEW DAY

Sunday, May 23rd, 2021  
1PM-5PM via Zoom

**Interested in volunteering?**

sign up at [bit.ly/tagportfoliovolunteer](https://bit.ly/tagportfoliovolunteer)



Any questions? Please email  
[tagportfolioreview@gmail.com](mailto:tagportfolioreview@gmail.com)



**“I got mine.  
All Seniors  
should get  
theirs.”**

-Juanita West-Tillman  
NAACP Secretary

More information at  
626 793 1293  
Naacppasadena.org



The Animation Guild’s Nicole Chen has been working with the Pasadena branch of the NAACP to find artists to collaborate on community projects. She created this poster for their campaign to promote Covid-19 vaccination in the local African American community. Anyone can volunteer to create a 16”x20” illustrated poster; those chosen to design a poster will be paid a \$200 honorarium for their voluntary work. Use the link below to volunteer!

[https://docs.google.com/forms/d/e/1FAIpQLSe72ADf8lw4LBGuOZxZV-0gKixW71FBqDq9snyedetg70LdgWw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSe72ADf8lw4LBGuOZxZV-0gKixW71FBqDq9snyedetg70LdgWw/viewform?usp=sf_link)



Sisters, Brothers, and Kin —

The IATSE has a rich, hidden history of women who have risen above the barriers to aspire to strengthen our Union. Over the years, we have gathered a pictorial history of their efforts.

During the month of March, we will be sharing this history, amplifying women’s voices, and honoring the magnitude of their influential work and unyielding dedication to the union and entertainment industry.

To help us celebrate Women’s History Month, we invite you to honor women members on your Local’s Facebook, Instagram, or Twitter with a headshot of the member and a caption honoring their efforts, using the hashtag #IATSEWomenUP.

Here are a few ways you can submit these pictures for use on the IATSE social media and in the Official Bulletin:

1. Post photos to social media using the #IATSEWomenUp hashtag
2. Submit photos securely through our new “Voices” by ActionSprout app (Download the app at [iatse.co/voices](http://iatse.co/voices))
3. Email photos to the Communications Department at [comms@iatse.net](mailto:comms@iatse.net)

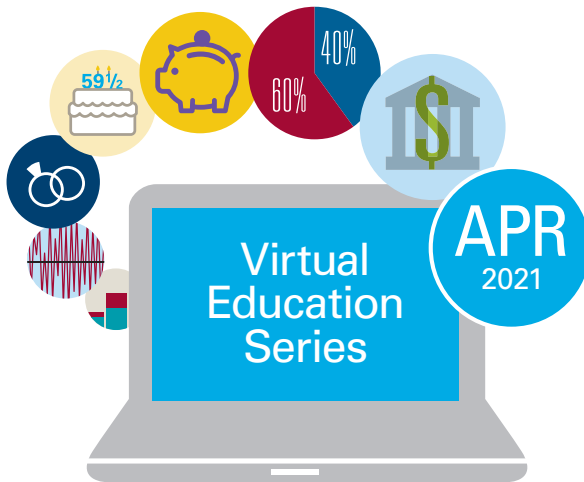
Our IA Sisters’ resilience is unparalleled, and their dedication to our great union is unwavering!

So, join us as we celebrate the strength, contributions, and leadership of our IA Sisters’ this month.

We look forward to your submissions!

In Solidarity,

**IATSE Women’s Committee**



# You're invited

Mark your calendar! A Vanguard representative will be conducting virtual education webinars.

## Saving for College

Learn more about 529 college savings plans and other ways to both save for and pay for higher education.

Date	Time (all times shown Eastern time)
April 9, 2021	9 a.m., 12 noon, and 3 p.m.
April 12, 2021	2 p.m., 5 p.m., and 8 p.m.

Register at [https://webinars.on24.com/Vanguard\\_IIG/VES2021](https://webinars.on24.com/Vanguard_IIG/VES2021).

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PLEASE NOTE THAT ALL TIMES HERE AND ON THE REGISTRATION SITE ARE EASTERN TIME; CHOOSE YOUR SESSION TIME WITH CARE.





Did you know that there is more to your MPI health benefits than medical, dental, vision, and behavioral health? All MPI Plan participants have access to additional wellness and preventive health programs, including fitness classes for the body and mind, and weight loss and preventive health programs.

MPI is committed to the well-being of its participants and their families, and aims to improve the quality of life of its participants through active engagement in wellness and preventive health strategies. The various wellness-related resources, learning opportunities, and activities accessible on MPI's website (<https://www.mpiphp.org/home/wellness>) are intended to support MPI's participants and provide them with the essential tools they need to help them improve their overall health and well-being. To contact MPI's wellness program, please call (800) 654-9355, or email [Wellness@mpiphp.org](mailto:Wellness@mpiphp.org).

### **Take A Positive Step Today**

Whether you are attending a class, reading an article, or watching a webinar, these resources are available to you at little or no cost. MPI is dedicated to providing you with a robust approach to help you achieve your optimal well-being.



# IN MEMORIAM

**Brenda Banks** d. 12/31/2020 – After attending California Institute of the Arts, Brenda Banks was an animator for Flip Wilson and ABC Afterschool TV specials. She worked on the cult classic, *Wizards*, among other Ralph Bakshi films, and on *The 13 Ghosts of Scooby-Doo*, *The Simpsons*, *King of the Hill*, and numerous other TV shows. Credited as one of the first Black animators at Disney Animation, she was the recipient of a Diversity Award from Women in Animation. She was 72.

**Mitch Rochon** d. 2/17/2021 – Mitch Rochon began his career in Canada and then moved to Hollywood in 1976 where he got his start in features on *Raggedy Ann & Andy: A Musical Adventure*. He worked on *Heidi's Song*, *Scooby Goes Hollywood*, *Godzilla*, *The World's Greatest SuperFriends*, and numerous other TV series before finding a home at Disney Television Animation as an animation director and timing director.

**Robert “Bob” Schaefer** d. 2/20/21 – Bob Schaefer started in animation as a title artist for Hanna-Barbera. Within a few years he moved began his long-term career as a background artist on *The Flintstones*. His background design and color stylist credits include *G.I. Joe*, *The Transformers*, *The Real Ghostbusters*, *Muppet Babies*, many Scooby-Doo videos, and numerous other TV series.

**Mac Torres** d. 2/1/2021 – Longtime Disney, Hanna-Barbera, and Filmation Assistant Animator Mac Torres passed away after a three-year battle with Parkinson's Disease. Mac also did storyboards for Murakami-Wolf Films and oversaw Fred Wolf's overseas studio in Ireland. Among Torres' credits are *Beauty and the Beast*, *The Lion King*, *Jetsons: The Movie*, and the live-action features *Ghostbusters* and *2010: The Year We Make Contact*. His TV series work included *The Flintstones*, *He-Man and the Masters of the Universe*, and *Teenage Mutant Ninja Turtles*. He was 67.

# UPCOMING EVENTS AT THE ANIMATION GUILD

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

**TAG Office Hours via Zoom** – Reserve your spot: [RSVP@tag839.org](mailto:RSVP@tag839.org)

## MARCH

**March 30th**, 7 p.m. via Zoom Webinar

**Virtual General Membership Meeting**

IATSE District 2 Convention/Quadrennial Convention Delegate nominations will be made at this meeting.

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

**March 30th**

**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!

## APRIL

**April 2nd**

**Good Friday**

Contract Holiday

*(except Nickelodeon, DreamWorks,  
Rough Draft and ShadowMachine)*

**April 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!

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



**The Animation Guild, IATSE Local 839**  
1105 N. Hollywood Way  
Burbank, CA 91505-2528



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