



Every four years, the IATSE holds a convention to bring together Delegates from all of its Locals in the United States and Canada. This year's event was originally scheduled to take place in Toronto, Ontario in Canada, but the ongoing pandemic forced a change in plans. Delegates from The Animation Guild rolled with it and last month joined the Quadrennial Convention and also the annual District 2 Convention virtually as IATSE leadership gathered in person to stream a program of guest speakers (US Senator Chuck Schumer, Canadian Prime Minister Justin Trudeau, Professor Anita Hill, US Representative Adam Schiff, and more), caucuses, committee meetings and reports, mixers, resolution consideration, educational sessions, award presentations, and messages from leadership.

The theme of this year's Convention was "Together We Rise," which ties in with the IA's recent adoption of a new Equity Statement and plan to conduct and publicize an annual census report to measure diversity within the ranks of our 150,000 members. "Diverse organization cannot be established unless current systems of access are enhanced," the Equity Statement reads. "We must build structures to create equitable access for all, and to truly celebrate diversity. This growth will ensure a stronger union, and together, we

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		the animation guild IATSE LOCAL 839	<p>The Pegboard is printed on recycled Paper.</p>   International Labor Communications Association

will rise!” The statement also “acknowledges that while we all face barriers to our success, there are those among us who face barriers that are more substantial and entrenched than others. We call upon all to identify, minimize, or erase obstacles that are within our control to make a more equitable pathway to unionism, leadership, and equality.”

The Animation Guild brought the largest group to the two Conventions, with 35 members serving as Delegates! Our Delegates brought six resolutions to the District 2 Convention, which is where concerns from IA Locals in Arizona, California, Hawai’i, and Nevada are brought to the table for consideration. Resolutions are reviewed, discussed, and sometimes revised in committee, and then voted on by the entire delegation. President Matt Loeb noted that this year’s Convention brought forward “the most progressive set of constitutional changes and resolutions in our union’s history.”

In addition to the diversity census, the Delegates also approved resolutions to: advocate for and support federal legislation to protect the right to organize, expand collective bargaining rights, support elected officials who seek to ensure access to voting and fair elections in the US, fight for the inclusion of Paid Family Medical Leave in CBA’s, review health plans and work to include robust coverage for Queer and Trans members, review health plans to ensure that PEP and PrEP (HIV prevention) are offered and covered, explore anti-bias and anti-racist trainings, as well as recommending the IATSE General Executive Board, Officers, and Delegates attend Trans inclusivity training, explore development of mentorship programs and partnerships supporting organizations that encourage inclusion in entertainment careers, and revise and update constitution and bylaws language to be more modern, specific, and inclusive.

On the final day of the Quadrennial Convention, Delegates from across the continent nominated their choices to fill all of the IATSE leadership roles. The nomination statements were a reminder that the people leading the IA come from our very own Locals and rise through the ranks on the strength of their ability to look into the future and take transformative action while sharing their passion for raising up workers and their communities. The leaders who have taken a critical look at our Union’s past in order to guide us into a future that looks better for all of us were re-elected, and will continue to listen to the voices from the Locals that bring our members’ concerns to conventions like this so that we can ALL have a say in where we go from here. Together We Rise!

FROM THE PRESIDENT JEANETTE MORENO KING



I'M A GEN XER

I am a typical Gen Xer. I am the oldest of four siblings from a divorced mother with an absent father. I was a latchkey kid who was responsible for keeping her brother and sisters alive while mom was at work. If problems arose, I had to figure it out myself and was responsible (or blamed) for the inevitable mixed results. It took me a long time to learn how to ask for help or to delegate. I still deal with this.

I do believe this was one of the reasons early in my career I didn't trust that a union was where I could turn for community or help. I felt that any problems that I was having with my career or on a particular production were my burdens alone. This misguided individualism was far from empowering. It made me feel alone. It made me question whether I was cut out for this competitive industry where any sign of weakness made you a "problematic" employee.

Having children while trying to maintain my animation career was a real turning point for me. The union hall was where I could talk about my struggles with other empathetic colleagues having the same experiences. I realized that the value of a safe place to congregate with my fellow animation professionals outside of work was just as important as the other traditional roles that a union plays as a protector of wages and benefits. I wanted to have a hand in building our community so I became a Shop Steward and slowly became more involved as I learned how our Union is structured.

Once I got on to the Executive Board, I made it my mission to work to build up a community in and around our Union and to make certain that we communicated that message to the world outside of our Union hall. The generations beyond this Gen Xer were ready for that call. They have jumped into activism, community, and unionism with both feet by packing our General Membership Meetings, running for office, volunteering to chair committees, and becoming Shop Stewards and Delegates.

And, wow, are they making real change, not only in our Guild but in our wider umbrella union, the International Alliance of Theatrical Stage Employees, IATSE, by showing up to the organization's Quadrennial International Convention, bringing a slew of resolutions to propose to Delegates from the other IA Locals. Some of them made it to the wider Convention and came up for a vote! The resolutions covered medical treatment inclusivity; advocacy for diversity, equity, and inclusion of all IATSE members; and protections for families by advocating for paid family leave and childcare.

Times have certainly changed and I am prouder than I've ever been to be a part of this Union. We are a community of professionals who look out for each other and aren't afraid to fight for a middle-class life and safe working conditions.

In solidarity,

Jeanette Moreno King

President

The Animation Guild, IATSE Local 839

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The Shop Stewards at DreamWorks Feature and DreamWorks TVA — Jorge Garcia, Tyler White and Charlie Jackson — recently brought their coworkers together for a spirited TAG Tuesday showing. TAG T-shirts and Zoom backgrounds abound!

FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



THE ANIMATION GUILD: MORE UPDATES

Greetings all! I hope you all have continued to stay healthy and safe, and have already been vaccinated. The rising infection rate in the Los Angeles metro area has animation studios reconsidering any Q3 return plans that were set in the spring. Getting vaccinated prevents severe illness, hospitalizations, and death. Learn more about the vaccines on this page of the CDC website: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html> If you have not yet been vaccinated, please consider the vaccine for your health and safety, and for the health and safety of those around you.

VACCINE MANDATES

The Walt Disney Company recently announced that all salaried and non-union hourly employees in the United States must be vaccinated.¹ While that mandate does not apply to employees covered by a Union agreement, the recently renegotiated Return To Work Agreement does provide the ability for employers to mandate vaccines on live-action productions.

The agreement also provides for animation studios to request approval from the Union to mandate vaccines. Guild leadership wants to make sure all members are safe. The animation industry has been working effectively throughout the pandemic because the work can be done remotely. Any agreement we make with the studios to mandate vaccines will try to address the concerns of members who refuse to take the vaccine. We will keep you updated as new information is received.

INDUSTRY NEGOTIATIONS

The IATSE Basic Agreement negotiations are scheduled to resume on Monday, August 16. The employers requested extra time to consider the Union's priority proposals on June 10; and the negotiations had to be pushed further to accommodate the Return To Work Agreement negotiations which required extra time in July.

We have set September 21 through 23 as The Animation Guild's negotiation dates with the AMPTP. As our agreement was set to expire on July 31, we entered into an extension agreement with the AMPTP that moved the expiration date of our agreement to October 30, 2021. You can read additional information at <https://animationguild.org/master-agreement-negotiations-update/>

We have also set negotiation dates with Nickelodeon for November 2 through 4, and have extended those agreements through November 30.

IATSE CONVENTIONS

The Animation Guild sent 35 delegates to the District 2 and IATSE Quadrennial Conventions last month. The meetings were held virtually, but still provided the opportunity to address the standard business of the conventions. The Delegates represented The Animation Guild well, and helped to "overwhelmingly adopt the most progressive agenda in the Union's history."

MEMBER PROGRAMS COORDINATOR

It is with great pleasure that I can share that Jackie Huang has taken the role as our Membership Programs Coordinator. Jackie served as Senior Manager for Talent Development at Warner Bros., and before that was the founder of Motivarti, a company dedicated to providing resources, networking, and inspiration for the animation industry through classes and lectures. Her dedication to advancing careers and community in the animation industry made her a natural choice for us in this role, and I look forward to seeing her connect with and inspire members and the community.

In Solidarity,

Steve Kaplan

Business Representative

The Animation Guild, IATSE Local 839

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¹<https://deadline.com/2021/07/the-walt-disney-co-vaccinations-1234806868/>



VOTE NO ON THE RECALL OF GOVERNOR NEWSOM

The headline to this Field Rep Corner says it all. But in my role as our Local's Political Coordinator, I wanted to highlight some reasons why this recall is wrong for California and particularly wrong for union members—**AND WHY YOU SHOULD NOT IGNORE YOUR BALLOT BUT FILL IT OUT OR VOTE IN PERSON TO STOP THIS!**

California has some of the most worker-friendly laws on its books. You're getting a stipend for working at home because California lawmakers saw the change in employers hiring remote workers in this state and wanted to make sure companies weren't shifting the costs of running their businesses onto their employees at home.

But many millionaires want to roll back the clock on California's worker protections and are funneling big money into the campaign to recall Gov. Gavin Newsom.

LET ME BE CLEAR: If they succeed, we will lose many of the big gains we made on higher wages, pension protection, health and safety, and a lot more.

To protect our contract, wages, and health care, I'm devoting this Field Rep Corner to voting NO on the Recall!

Who is behind this Recall? It is a national network of very rich anti-union funders – like former Arkansas Governor-turned- Fox News Host Mike Huckabee – who are taking aim at our pensions, wages, health care, and voting rights. They have spent millions to put this special election Recall on the ballot.

Why? Because they couldn't win in the last election with a union-busting candidate. So, they put a "special election" on the ballot, which always has a much lower voter turn-out by union members. If it's not a Presidential election year, voter turnout is generally low. **BUT IT SHOULDN'T BE!** There are people who have fought for our rights to a Democracy - citizens who were marginalized and discriminated against marched for their right, and yours, to vote, and some even died so you can cast your ballot.

How does the special Recall election work? There are two questions on the Recall ballot:

First: Should Governor Newsom be recalled? My answer is “NO!”

Second: Who do you vote for to replace Governor Newsom? My answer to that is, “NONE of them!” All the candidates trying to replace the Governor have one thing in common: A long history of attacking unions. And an anti-union candidate could win with only 10% of votes cast!

That means someone with an extreme anti-union agenda could sneak into office and attack everything we’ve worked so hard for as a union. One of the leading replacement candidates, right-wing radio talk show host and Trump backer Larry Elder, recently said it’s a “big myth that unions help workers.” And he said there should be NO minimum wage. You read that right. He thinks the minimum wage should be \$0.00/hour.

California’s laws to protect workers are the strongest in the nation. Under Gov. Newsom’s leadership, we’ve secured major gains for our members and all workers. Newsom supports the entertainment industry – recently signing legislation to extend the tax credit program that includes provisions to increase diversity in the workforce and create pilot skills training programs so that professionals in our industry represent the American Scene.

But this Recall isn’t really about Gavin Newsom or any one individual. It’s about millionaire funders trying to strip away our wins on wages, health care, and pensions just to make themselves even richer.

We can’t afford to allow wealthy anti-union special interests to seize control of California. Please Join with TAG and all the IATSE locals in California and VOTE NO on the anti-worker Recall!

You can learn more at NoAntiWorkerRecall.com.

HOW CAN YOU HELP? The Los Angeles County Federation of Labor, the local AFL-CIO body for its affiliated unions, is running a ground and virtual phone banking campaign. The canvassing will take place on Saturdays in South Los Angeles, East Los Angeles, East San Gabriel Valley, and East San Fernando Valley. The virtual phone banking will take place on Saturdays as well.

The state AFL-CIO body, the California Labor Federation, is running virtual phone banking on Tuesdays and Thursdays.

If you'd like to get on the list to learn about No on the Recall volunteer opportunities, you can sign up here: <https://tinyurl.com/TAG-NoRecall>. (This form goes to only me. I will not share your information. I will use it to create a private email list to send out notifications and reminders of volunteer opportunities. Your email will not be shared with anyone but me.)

Together we will STOP this greedy anti-union power grab! And stop a Trump-follower from taking over California!

Ballots will be mailed around Aug. 16. When your ballot arrives, please join other Union members by returning your ballot right away (no postage necessary) and VOTE NO on the Recall!

Thank you for participating!

In solidarity,

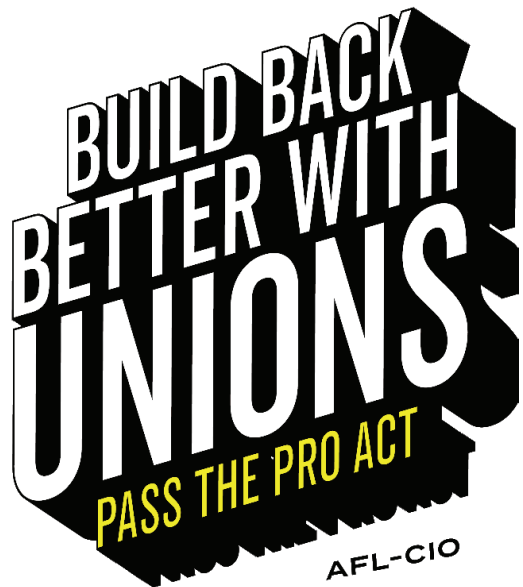
Leslie Simmons

Field Representative/Political Coordinator

The Animation Guild, IATSE Local 839

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Call or text: 747.238.0287



POST-IT NOTE SHOW KICK-OFF AT GOLDEN ROAD

Join TAG's Political Action League Committee at our first Kick Off Event for the annual TAG Post-It Note Show fundraiser for the IATSE PAC! This year, PAL's having a "drink and draw" to start the submission process at Golden Road Brewery (The Pub at Golden Road- Atwater Village) on Thursday, Sept. 2 from 6 – 8 p.m.

**WE'LL BRING THE
POST-IT NOTES,
YOU BRING YOUR
ART SUPPLIES!**

Golden Road is located at 5410 W San Fernando Rd, Los Angeles, CA 90039. Please note, seating will be outside. Tables are limited to 8 guests. Tables are first come, first served.



To participate or receive alerts about the Post-It Note Show, visit <https://animationguild.org/2021-post-it-show-form/>.

Contributions are made to the IATSE PAC with an understanding that participation is voluntarily and not a condition of membership in the union or employment. IATSE PAC is a federally registered political action committee, and the contributions it receives are used to support federal and state candidates and committees for the advancement of our Union. No part of contributions received will be used to pay administrative expenses of the PAC. Contribution guidelines are suggestions; donors may contribute more, less, or nothing without favor or fear of reprisal. Federal law requires IATSE PAC to report the name, mailing address, occupation, and employer of individuals whose aggregate contributions exceed \$200 in a calendar year. Contributions are not deductible as charitable contributions for federal income tax purposes. IATSE PAC may only accept contributions from US citizens or valid green card holders.

A CHAT WITH TIMING DIRECTOR SEAN DEMPSEY

TAG Timing Committee co-chairs Christine Smith Ishimine and Ray Kosarin interviewed timing director Sean Dempsey about his work. We'd like you to meet him too!

What kinds of jobs have you worked in animation?

I started timing on *SpongeBob SquarePants* at Nickelodeon as an animation director, and then [worked] as a supervisor with an animated video games company with a department of 14 people. I then moved into a timing director role on *Gravity Falls* at Disney. I have jumped from being an in-house timer to a freelance timer and vice-versa on various shows; I also worked in production management on a few shows. I enjoy both timing direction and production management roles.



What role does timing direction play in the finished production?

It's really critical to the advancement of a successful show. The artistic recruiter at Disney TVA told me years back: "It's the lifeblood of any show in making it a real success; without timing, you've nothing."

What skills and experience are necessary to be a good timing director?

The ability to see the big picture; having a strong sense of animation action. For example, the [realistic] humans on *Guardians of The Galaxy* will move and act differently from the cartoonish characters in *Sponge-Bob*. Having a sharp eye for details. Good communication and time management skills. Having the ability and confidence to walk in and speak with showrunners, storyboard or art directors, or executives, so that everyone is on the same page.

Timing, like every other role, does take time to learn, calling upon knowledge built up over years to perfect. A timing director has to be able to troubleshoot each show before shipping, and also try and “plus” every show they are working on, just like storyboarding, design, layout, color, and post-production all do.

What has your experience been working on different kinds of productions?

I sure have enjoyed [them]. Freelance timing is more fragmented and can be [more] disjointed than with in-house shows. With in-house shows, it’s easier to speak with different directors and showrunners about ideas and to set a template for a particular sequence or the entire show. Time is money, and the collective ability to work together in-house is a lot more helpful to a show’s overall success, in troubleshooting problems when they arise.

When I had opportunities to be in management, I would always make this point to executives: you pay upfront to properly staff and resolve these issues prior to shipping, or you end up paying more in post-production fixing them later. Every editor in post-production knows this all too well. When shows cut corners, they will always end up spending more in post-production to fix up what could have been done better the first time.

Is there anything else you would like other members in TAG to know about timing direction?



I’ve worked on many successful in-house shows over the years: *SpongeBob SquarePants*, *Angry Beavers*, *Dora the Explorer*, *Danny Phantom*, *Gravity Falls* and many, many more. The more we can *all* work together, in-house, where possible, the easier, better, and more streamlined a show will be and ultimately it shows in the finished product when it’s aired with further pickups, consumer product sales, and syndication.

Design and graphic by John McIntyre

the TAG Family & Education
committees present a

BACK TO SCHOOL



DRAW-ALONG

- learn classic doodles & more
- open to all school-aged kids
- don't forget your #2 pencils!!!!

SAT. SEPT. 18th
10 AM

RSVP: tinyurl.com/6vms2xhf

2020 PENSION STATEMENTS AVAILABLE NOW

Pension statements reflecting contributions through 2020 are now available. You can download your statement on the MPIPHP website. Log in, click on Pension, and then on My Statements. A copy will also be mailed to you at home.



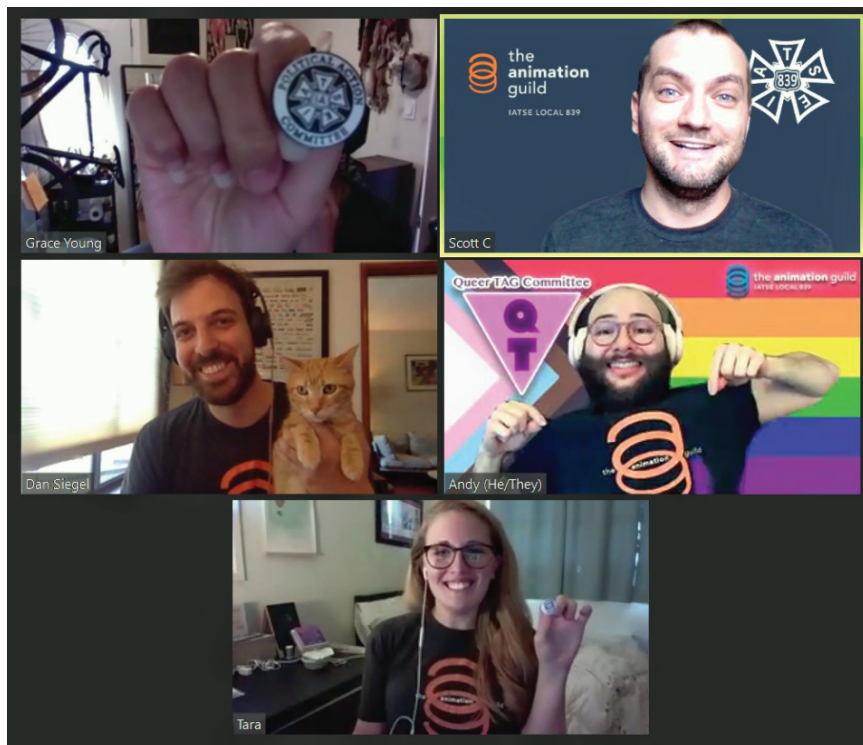
Shop Steward Katya Bowser (top right) unites her coworkers at Atomic every TAG Tuesday!

HAVE YOU BEEN ASKED TO ***TEST?***



Please submit ANY and ALL tests at
animationguild.org/committees/testing-is-a-choice

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/>.



Animation Guild members at Disney TV Animation show their stripes — on orange cats and rainbow flags — and their pins every month on TAG Tuesday . . . brought together this time by Shop Steward Scott Carpenter!



HELP WANTED!

Seeking volunteers to support external organizing of non-union animation workers. Interested in helping or know of animation workers who want a voice on the job? Contact organize@tag839.org or TAG Organizer Ben Speight at ben.speight@tag839.org

IN MEMORIAM

Ron Allen d. 06/06/2021 – Ron Allen worked as a Cel Painter at Walt Disney Animation and as an Assistant Director at Kroyer Films on *FernGully: The Last Rainforest*. He was 55.

Donald “Don” Jurwich d. 7/13/2021 – A 2005 Animation Guild Golden Award recipient, Don Jurwich enjoyed a long career as a layout artist on shows such as *The Bullwinkle Show*, *The Flintstones*, *Hong Kong Phooey*, and more. He also worked as a producer on *Superfriends* and *Scooby-Doo* series, as well as *The Incredible Hulk*, *The Smurfs*, and the *Tom & Jerry Kids Show*. He was 87.

Marisha “Mary” Noroski d. 05/15/2021 – Mary Noroski worked as a Cel Painter and Final Checker for Walt Disney Animation, Hanna-Barbera, Filmation, Warner Bros., and Celine Miles Ink & Paint. Her television credits include numerous episodes of *BraveStarr*, while her film work includes *Oliver & Company*, *Space Jam*, *The Iron Giant*, *Osmosis Jones*, and *Looney Tunes: Back in Action*. She was 79.

Michael “Mike” Yang d. 5/10/2021 – Mike Yang worked as Animatic Editor, Animatic Storyboard, and Animatic Timer for Cartoon Network on television shows such as *Extreme Ghostbusters*, *Godzilla: The Series*, *Jackie Chan Adventures*, *Family Guy*, *American Dad!*, and Cartoon Network Studios’ *Ben 10: Omniverse*. He was 46.



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

AUGUST

August 31st

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!

SEPTEMBER

September 2nd, 6 to 8 p.m.

TAG Post-It Note Show Kick-Off Event at Golden Road Brewery

To participate or receive alerts about the Post-It Note Show, visit <https://animationguild.org/2021-post-it-show-form/>.

September 6th

Contract Holiday: Labor Day

September 28th

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!

September 28th, 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.

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



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