

# TAG Mobilization Fact Sheet

## ACRONYMS

### IATSE

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts

- This is our parent union
- Made up of 375 entertainment Locals, including The Animation Guild (Local 839).
- Negotiate our Basic Agreement

### AMPTP

Alliance of Motion Picture and Television Producers

- Corporate conglomerates that run the entertainment industry
- Studios like: Universal, Disney, Warner Bros., etc.
- Known as 'the studios' or 'the employers'

## THE ISSUES

How IATSE's Basic Agreement affects TAG:

- Pension funding
- Health Care benefits
- Establishes the residuals formula that helps fund MPIPHHP
- Fair Pay for 'new media' streaming projects
- Establishes pattern bargaining that impacts wage increase, conditions & more

\*Check out Instagram's @IA\_Stories account for examples of issues by experienced crew members

## TAG AGREEMENT END DATES

**Oct 30, 2021:** AMPTP contract for most signatories end

**Oct 31, 2021:** Disney Feature's The Secret Lab (TSL) Agreement ends

**Nov 30, 2021:** Nickelodeon & Sony Pictures Animation (SPA) Agreement ends

**April 30, 2022:** Warner Animation Group (WAG) Agreement Ends

TAG members cannot participate in strike activities against signatory studios until their studio contract expires.

All members in good standing are eligible to participate in the general TAG strike authorization vote regardless of when their studio agreements expire. However, should a strike be called, members must wait until their specific agreement expires to participate in work actions.

A second, studio specific strike authorization vote may need to take place for any studio whose agreement ends after Oct. 30.

## VOTER ELIGIBILITY

Only Active Members in Good Standing can vote:

- Have been a member for 6+ months
- Are up to date on all dues & initiation fees paid in full
- Have completed and received approval of their application from the IATSE

Who cannot vote:

- Non-members (Fi-Core)
- Members who are on honorable withdrawal
- Members who have an outstanding balance

Members who are on honorable withdraw are eligible to vote if they reinstate and pay up all their dues 48 hours before the vote takes place.

\*Ineligible voters may still participate in strike activities.

## STRIKE FREQUENTLY ASKED QUESTIONS

### What is a strike authorization vote?

This democratic vote gives the Union's elected leadership the power to call a strike if necessary. It does not mean a work stoppage is inevitable.

### When would TAG strike?

No work stoppage can occur at signatory studios before Oct. 30. However, TAG members can join our IATSE kin at their picket locations during non-work hours if a live-action strike is called.

### Can people on visas strike with us?

O1 & H1B visas, green cards, and permanent residents are allowed to strike according to the National Labor Relations Act. However, if you have any specific concerns, please consult with your immigration attorney.

### What if a co-worker lives outside of LA county and is not covered by the TAG agreement?

We would encourage them to show solidarity, including engaging in their own protected work-stoppage. It is unlawful for employers to retaliate against workers for showing solidarity. If they have any concerns, please email [organize@tag839.org](mailto:organize@tag839.org).

### Will I have to picket?

If a strike is announced, TAG members will be called upon to walk the picket line and engage in other solidarity actions.

### If we strike in support of IATSE live-action Locals, how will it effect our negotiations?

Any gains established in the Basic Agreement will set the pattern for TAG negotiations. The Basic Agreement establishes wage minimums, MPI eligibility, and critical issues such as new media residuals. Showing our solidarity across IATSE Locals, will ensure TAG has the greatest possible leverage to negotiate going into our negotiations.

### What happens if we don't strike with the live-action Locals?

This will show we are not aligned with the core principles that IATSE is bargaining for, such as fair pay for new media and safe working conditions. It will also show the studios and the public that we aren't prepared to stand up for ourselves and use our most powerful tool- the withdrawal of our labor.

### Will this effect my health insurance?

If you have reached 400 qualifying hours for the next period, you should have continued coverage for the next 6 months. If you have not reached your 400 qualifying hours, you may be required to cover the full cost of your health insurance during the strike. Please check with MPI regarding your health coverage availability.

### Can I collect unemployment benefits while on strike?

In California, no. However, if you are already collecting unemployment benefits (or any disability benefits) prior to the strike, you can continue to collect benefits during the strike.

### Is there a strike fund?

We are exploring ways to provide some support to TAG members should a strike be called, such as the IATSE Defense Fund and TAG's Relief and Defense Fund (RAD). This is not a wage replacement fund.

### Are we allowed to continue work as a freelancer?

If a strike is called, do not provide services in any form to any signatory studio. We do not want to provide resources to hurt our own cause. Be aware that if you freelance for a non-union studio that is making a show for a signatory studio we are striking against, it is effectively crossing the picket line.

### What if a member crosses the picket line?

Members caught performing struck work will be subject to internal union discipline.

### What if they hire strike replacements?

They can try, but it's unlikely they can replace thousands of talented and skilled workers.

To get involved & support the mobilization campaign, email [MOBILIZE@TAG839.ORG](mailto:MOBILIZE@TAG839.ORG)