

2022 ANIMATION GUILD



OFFICER ELECTION

Nominations for Animation Guild President, Vice President, Business Representative, Recording Secretary, Sergeant-at-Arms, and 11 Executive Board seats took place at the General Membership Meeting on Sept. 27, 2022.

There was one nomination for each of the named officer position, and a motion was put forth for an uncontested ballot vote at the General Membership Meeting. A vote was held for the named office positions, and the candidates were duly elected to a three-year term. Jeanette Moreno King will serve a second term as President, Teri Hendrich Cusumano was elected Vice President, Steve Kaplan will continue in his role as Business Representative, Paula Spence was re-elected as Recording Secretary, and Danny Ducker will be the Guild's new Sergeant-At-Arms. Seventeen Animation Guild members were nominated for 11 Executive Board seats (in alphabetical order: Madison Bateman, Marissa Bernstel, Mira Lark Crowell, Melissa Graziano-Humphrey, Llyn Hunter, Brandon Jarratt (incumbent), Carrie Liao (incumbent), Ashley Long, Pete Michels, Roger Oda, Alex Quintas, Bradley Rader, Mairghread Scott, Erica Gallman Smith, Candice Stephenson, Justin Weber, and Tyler White. (One nomination was determined to be invalid.)

A paper ballot election will take place between Oct. 24 and Nov. 10. Ballots will be mailed out on Oct. 24, and counted by the American Arbitration Association on Nov. 12. Find out more at animationguild.org/election22.

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THE PEGBOARD is published monthly by The Animation Guild, IATSE Local 839
 1105 N. Hollywood Way, Burbank, CA 91505 • (818) 845-7500
www.animationguild.org • pegboard@tag839.org

<p>PEGBOARD EDITOR Paula Spence</p> <p>EDITOR-IN-CHIEF Alexandra Drosu</p> <p>MANAGING EDITOR Kim Fay</p> <p>PRESIDENT Jeanette Moreno King</p> <p>BUSINESS REPRESENTATIVE Steve Kaplan</p> <p>VICE-PRESIDENT Jack Thomas</p> <p>RECORDING SECRETARY Paula Spence</p> <p>SERGEANT-AT-ARMS Robert St. Pierre</p> <p>EXECUTIVE BOARD Jack Cusumano Danny Ducker Laura Hohman Brandon Jarratt KC Johnson Crystal Kan Carrie Liao Mike Milo Elisa Phillips Stephen Silver Emily Walus</p> <p>TRUSTEES KC Johnson Carrie Liao Stephen Silver</p>	<p>SHOP STEWARDS</p> <p>Atomic Cartoons (USA) Katya Bowser</p> <p>Bento Box Teri Cusumano (Lankershim) Ashley Long (Lankershim) Drew Newman (Empire)</p> <p>Cartoon Network Mira Lark Crowell David De Pasquale Danny Ducker Kris Mukai</p> <p>Disney TVA Erica Gallman Smith Tyler White</p> <p>DreamWorks Feature Jorge Garcia</p> <p>DreamWorks TVA Alex Anderson-Kenney</p>	<p>Green Portal Jack Cusumano Teddy O'Connor Elisa Phillips</p> <p>Marvel Animation Joe Jones Roger Oda</p> <p>Nefflix Ray Leong</p> <p>Nickelodeon Colleen McAllister Kyle Neswald Paula Spence Candice Stephenson</p> <p>Rough Draft Corey Barnes</p> <p>ShadowMachine Jeanette Moreno King</p>	<p>Titmouse/Robin Red Breast Crystal Kan Tom Smith</p> <p>20th TV Animation Greg Colton Joie Foster KC Johnson</p> <p>Viltrumite Pants (Skybound) Kaitrin Snodgrass</p> <p>Walt Disney Animation Brandon Jarratt Carrie Liao Justin Weber</p>
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 ISSN 1523-9365. Publications of bona fide labor organizations may reprint articles
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PEGBOARD SUBSCRIPTION POLICY: Active members automatically receive The Pegboard free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration date on the mailing label. The subscription rate for suspended members and non-members is \$15.00 per year (\$25.00 foreign, check in U. S. funds), checks made out to the Animation Guild and sent to 1105 N. Hollywood Way, Burbank, CA 91505.



WATCH FOR BALLOT MATERIALS IN YOUR MAILBOX

The Vote

The American Arbitration Association (AAA), which is the judge of the election, will mail the ballots on October 24, 2022. Ballots will be sent to all members who are Reinstating, Active, on Withdrawal, or Suspended. However, only those members who are Active and whose fourth quarter 2022 dues have been received at the Guild office by 5 p.m. on November 9, 2022 will have their ballots counted. Once you have received your ballot, you may vote even if you are not in good standing, as long as your outstanding balance is received at the Guild office on November 9 by 5:00 p.m. Otherwise, your vote will not be counted. Active members who take withdrawals or suspensions before November 9 *will not* have their ballots counted.

The AAA is responsible for printing and mailing the ballots, then counting the ballots and certifying the election results. The ballots will list all nominees, with instructions to vote for no more than 11 nominees for the Executive Board. Write-in votes will not be allowed, and any write-in attempt will invalidate that portion of the ballot.

The secret ballots will be mailed from the American Arbitration Association. The mailing will contain the ballot and two envelopes — a white ballot envelope, and a pink return envelope with the voter's name and address on the back. Ballots must be returned to the AAA in those envelopes and NOT to the Guild office. Please ensure you send in the ballot with sufficient mailing time to be received before November 10, 2022 at 5 p.m.

The label on the return envelope is part of the validation process; any attempt to remove or deface the name and address will invalidate the entire ballot. Before the ballots are counted, the ballot envelopes will be separated from the return envelopes and shuffled to ensure a secret ballot count. The election procedure is described in Article 6, Section 3 of the Constitution and By-Laws.

The Results

Ballots will be counted at The Animation Guild, located at 1105 N. Hollywood Way, Burbank, CA 91505, by the representatives of the American Arbitration Association on November 12, 2022 at 10 a.m. Nominees have the right to observe the election themselves, or to appoint no more than one observer who must be an Active Member. No other observers will be allowed. Observers must make advance arrangements with the Election Judge.

On the Monday following the count, the results will be posted on The Animation Guild website and sent out through the Guild's email list. The results will be reported at the November 29 General Membership Meeting and in the November *Pegboard*. The elected officers will be sworn in at the Executive Board meeting on December 6, 2022.

The counting and certification of the ballots procedure is located in Article 6, Section 4 of the Constitution and By-Laws.

Questions about the election procedures, and requests for duplicate ballots, should be addressed to the Election Judge:

Robi Rivera
c/o American Arbitration Association
725 S. Figueroa St., Suite 400
Los Angeles, CA 90017-54245
Phone: (213) 362-1900

The Campaign

This issue has been prepared and published to coincide with the mailing of ballots from the American Arbitration Association. Nominees were asked to submit statements and photos according to the same set of specifications in an effort to give each candidate fair and equal treatment. Statements appear in nomination order.

The nominees were given a word count limit of 100 words, and the word limit has been strictly enforced. Nominees for contested positions who did not submit statements and/or photos by the deadline have been listed with a notation “No statement submitted” and/or “No photo submitted.”

There will be a virtual Candidates Forum on Thursday, October 20, 2022. Each candidate will have the opportunity to present a short statement and will take part in a Q&A session. Register for the event at animationguild.org/candidate-forum/.

This special election issue of *The Pegboard* and the Candidates Forum are the two official sources of voter information that have been offered for the equal representation of all candidates. Nominees may choose to campaign during the election period via other channels, forums, and media, at their own expense, and have been informed of their rights to reach members through The Animation Guild’s contact lists.

The Guild’s blogs and social media accounts may not be used for any form of electioneering.

CANDIDATE STATEMENTS

Each of the candidates running for Officer or Executive Board positions were given the opportunity to submit a 100-word statement and photo. The statements are the opinions of the individual candidates. Views expressed do not reflect the opinion, position, or policy of The Animation Guild. The statements have not been fact-checked, corrected, or edited in any way, and they appear in the order in which the candidates were nominated.





Running for Executive Board:
BRADLEY RADER

I'm a 38 year survivor of the Animation/Entertainment industry, mostly as a storyboard artist, but also as a director, a sheet timer, a character and background designer, including an eight year stint on Bob's Burger. Since I left that series in 2017, I've had difficulty getting work, and have heard from many other experienced, qualified workers in a similar situation. This led me to help form the TAG Experienced Workers Committee, the aim of which is to help foster an industry culture where age and experience is considered to be an asset.



Running for Executive Board:
MADISON BATEMAN

I am running for the Executive Board to work toward our collective betterment. I am a writer, co-chair of the Writers' Craft Committee, and a member of this year's Negotiations Committee. I am an advocate for writers, and a supporter of covering all animation under one banner. I believe that a Union is not something you passively belong to, but a community that achieves power through the participation of its membership. WE are the Union, and I believe that together we can become a force for the studios to reckon with.



Running for Executive Board:
LLYN HUNTER

Hi there. I have been a storyboard artist and member of this union for 30 years. I was a large part of organizing Adelaide/Sony in the 90's, have advocated pay for testing, and was one of the members who initiated TAG Tuesday. I wish to help improve the union's abilities to assist unemployed members find work and develop additional ways to make everyone better aware of resources, rights and possibilities that the union has to offer.



Running for Executive Board:

ROGER ODA

Currently serving as a Shop Steward

We must be more than the ideas we are against. We can only advance when we stand for things. We find out what these things are through our mutual understanding with each other, how we see ourselves right now. I believe building community is key to creating positive change. I am a co-chair of the People of Color Committee, a shop steward at Marvel Animation, a D2 convention delegate, and a part of the recent Master agreement Negotiation Committee. I want to help build our community, our guild, as a member of the Executive Board.



Running for Executive Board:

CARRIE LIAO

*Currently serving on the Executive Board
and as a Trustee*

It's been a privilege serving on your Executive Board for the current term. These past few years have seen this guild grow in astonishing ways. It's inspiring, and I'm honored to have been a very small part of that. But the work never stops. The fight for our members is a continual one, but I look forward with confidence after seeing our membership's incredible passion and drive. Our members care. I care. That is why I am running again. Whether re-elected or not, I will continue doing the same: serve the Guild and its members in any capacity I can.



Running for Executive Board:

BRANDON JARRATT

Currently serving on the Executive Board

Howdy! I have worked for ten years as a general TD at Disney Animation. I have served on the Eboard, as a shop steward, and negotiations committee member during the past term. TAG has grown in many ways over the last three years. Pandemic-driven challenges have shifted the way we work. Our value as workers has never been greater. We are on the cusp of making history and taking TAG national. I am committed to seeing this work through by organizing more animation workers and preparing TAG for the 2024 fight to make the contract gains we deserve.



Running for Executive Board:
ALEX QUINTAS

I am the current Co-Chair for the QueerTAG Committee and a co-lead of TAG Member Engagement. I believe that in order to ensure our success as a union, we must unite, organize and embrace the diversity of our members. Our union should be a reflection of the real world and all the amazing voices out there. My committee work has demonstrated that there is an outlet for marginalized voices if we organize and stand together. To ignore them is to shut out innovation and to become obsolete. If you feel the same, vote for me.



Running for Executive Board:

MAIRGHREAD SCOTT

Currently serving as a Shop Steward

I'm the chair of the Writers' Craft Committee and a Negotiations Committee leader. This is what I know to be true:

- Animation is global. We must continue to expand inside and outside of Los Angeles.
- Production workers are the eyes and ears of animation. Organizing them helps everyone.
- The line between mediums is thinning. Organizing in video games helps members achieve career-long stability.
- Increasing paid staff is crucial for TAG success.

EVERYONE in TAG deserves better wages and working conditions. But only a powerful union can achieve that. I want to build that union. I'd appreciate your vote.



Running for Executive Board:

CANDICE STEPHENSON

Currently serving as a Shop Steward

Solidarity is the most powerful tool we have to improve labor rights issues in animation. I'm Candice: a Lead Look Development Artist at Nickelodeon. I've served as an active member of the Guild for years: previous E-Board member, Shop Steward, Negotiating Committee member, and as Chair of the CG Committee. Organizing our shop has made an immense difference to the people on our shows, and I'm committed to extending those benefits and protections to as many people as possible by:

- Organizing non-union shops and fields
- Continuing the fight in Contract Negotiations
- Providing resources to help members achieve healthy, stable careers.



Running for Executive Board:

ASHLEY LONG

Currently serving as a Shop Steward

As a Supervising Director I have a window into the concerns of each department, pushing my employer to do better for my hardworking peers. Monitoring studio adherence to contract is key, and creating a culture of mutual respect, accountability, communication, and reasonable hours should be fostered from the top down. During my previous term on the Executive Board, I successfully lobbied to correct a storyboard job category error, resulting in higher wages and pension contributions. I created the TAG Holiday Market, attended 2018 Negotiations, and brought in guest speakers addressing female representation in media, workplace harassment, and networking for introverts.



Running for Executive Board:

MIRA LARK CROWELL

Currently serving as a Shop Steward

Greetings! Those who know me, know that I am passionate about helping others and standing up for what's right—this is one of the many reasons I became a shop steward in 2020. Since, I've learned an immense amount about how our guild operates and what our members need, and I am ready to take the next step. I believe in the power of this union and I want to continue to serve you all. If elected to the Executive Board, I will do everything I can to continue to listen, learn and stand up for what our members deserve.



Running for Executive Board:

ERICA GALLMAN SMITH

Currently serving as a Shop Steward

My career started outside of LA and I've now been here for 4 years. I am running to help nationalize our union, gain parity for all crafts, and fight for the needs of people of every shape, age, and orientation. Over the past two years I've served on the Negotiations Committee, as a Shop Steward, Co-Chair of the Testing Committee, member of others (QT, Design, Color, YW, and TAG ME), and attended District 2 Conventions, but I want to do more. No matter the outcome of this election, and though change is slow, I will always support my union kin.



Running for Executive Board:

TYLER WHITE

Currently serving as a Shop Steward

Equality and justice will be my guiding tenants as an E-board member. I would push for ideas that make our union stronger: organizing, membership engagement, diversity, accountability, and accessibility. As a Pipeline Technical Director, my job is to program but my main duty is to listen and empathize; I would approach this position in the same way. Within our union, I have dedicated time to being a shop steward, founder and co-chair of the Technical Director Committee, a member of QueerTAG committee, and outreach through phone and text banking for TAG Membership Engagement. Thank you for your time and consideration.

No
photo
submitted.

Running for Executive Board:
**MELISSA GRAZIANO-
HUMPHREY**

No statement submitted.



Running for Executive Board:
MARISSA BERNSTEL

Hello fellow Guild members! I'm Marissa Bernstel and I'm honored to run for E-board this year. Here are some key points about me:

- I'm a Storyboard artist and craft representative.
- I come from the games industry and do not take our union's protection for granted.
- I want to push for permanent remote options for union members nationwide, keep up our record member engagement, fight hard against job creep for all struggling crafts, and advocate for games and VFX artists joining TAG so they get the worker's rights they deserve, while expanding our Guild opportunities to the games and VFX world.



Running for Executive Board:
PETE MICHELS

I have worked in BG and Character Layout, Timing, and Storyboards before becoming a Director. I'll never forget those who helped me on my journey. Now it's my turn to give back. As Supervising Director, I work with artists in every aspect of production, understanding the distinct concerns of each. I strive to make a difference by listening. Excessive testing, wage protections and job classifications are some of the challenges we face as the industry grows. I've served as a D2 Delegate, created the Education and Training Committee, and wish to continue giving back by serving on the E-Board.



Running for Executive Board:

JUSTIN WEBER

Currently serving as a Shop Steward

I am a shop steward at Walt Disney Animation Studios, a member of the WDAS Tactical Action Committee, and am serving on the TSL Negotiations Committee. The way to achieve better working conditions from our employers is to have as many TAG members as possible actively engaged with the union and strike-ready. This means providing support to the Member Engagement committee to build a strong base of volunteers, as well as ensuring that we have a healthy strike fund. As an Executive Board member, I would support continuing to focus our union's resources on these efforts.



MPTF & IATSE PRESENT

DAY AT THE RANCH

FAMILY PICNIC AT CALAMIGOS RANCH

MPTF | IATSE

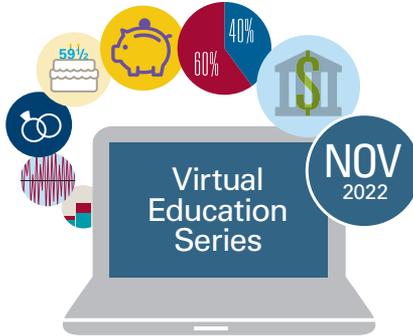
SUNDAY NOVEMBER 6
11:00AM - 3:00PM

REGISTER AT
MPTF.com/DayAtTheRanch

IN MEMORIAM

Correction:

Our sincere apologies to Lori Jo Hanson, who was listed in last month's memorials. Lori Jo's mother, *Dolores (Laurie) Hanson* passed away on August 2, 2022. Dolores Hanson worked as a Painter and Animation Checker for Hanna-Barbera, Filmation, DePatie-Freleng, Ruby-Spears Productions, and Warner Bros. She was 90 years old.



You're invited

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

Timeline to Retirement

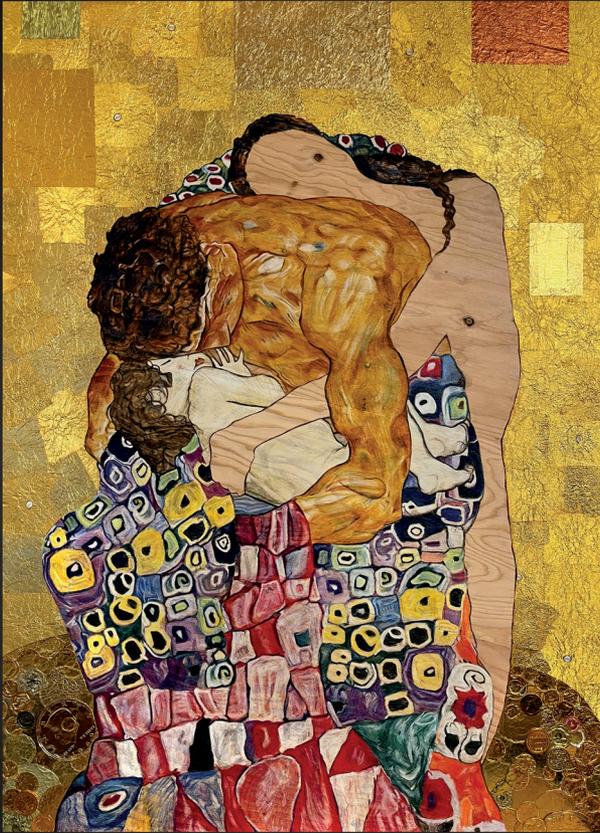
For employees 3-15 years from retiring. Reviews the key benefits and decision points from ages 55 to 72.

Date	Time (all times shown Pacific time)
November 4, 2022	6 a.m., 9 a.m., and 12 noon
November 7, 2022	11 a.m., 2 p.m., and 5 p.m.

A recording is available for 30 days following the session.
Register at https://webinars.on24.com/Vanguard_IIG/VES2022.

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/>.

Gallery 839 Opening: Thursday, November 3, 2022 at 5-8 p.m.



LYNETTE CHARTERS

THE MISSING WOMEN/PARENTS SERIES

November 3rd-27th, 2022

Artist reception Nov 3rd, 5pm-8pm

with "Docent" performance by John Serembe at 7pm

Or view by appointment: Chartersart@gmail.com

Gallery 839, 1105 N Hollywood Way, Burbank, Los Angeles

For more info visit: www.lcharters.com • SCAN QR CODE TO BOOK APPOINTMENT



UPCOMING EVENTS

OCTOBER

October 20th

TAG Election Candidates Forum

Register to attend at animationguild.org/candidate-forum/

October 25th

TAG Tuesday

October 26th, 12 p.m. via Zoom

**Lunch & Learn: The Not-Your-Typical
Reducing Stress and Burnout Workshop**

Register to attend: https://us02web.zoom.us/join/joinMeeting?meetingRef=1517-q1-register/tZ0td-mrpjwsGNdNH-IINFTZAuiH_15i7-q1

NOVEMBER

November 3rd

Gallery 839 – New Show Opening: Lynette Charters

5 to 8 p.m. at The Animation Guild

November 6th

MPTF Day At The Ranch Fundraiser

11 a.m. to 3 p.m. at Calamigos Ranch, Malibu

Get tickets at mpf.com/DayAtTheRanch

November 13th

TAG Volunteer Mural Painting

8 a.m. to 5 p.m. at the Burbank Animal Shelter

Sign up here: <https://forms.gle/muumjEJpeEUNuGuE8>

November 24-25th

CONTRACT HOLIDAYS: Thanksgiving and the Day After

November 29th

TAG Tuesday

November 29th, 6:30 p.m. via Zoom

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/>



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



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