



ADVOCATING FOR ARTISTS,  
WRITERS, AND TECHNICIANS  
IN THE ANIMATION INDUSTRY  
SINCE 1952.



## WHO WE ARE

THE ANIMATION GUILD, FOUNDED IN 1952, IS ALSO KNOWN AS LOCAL 839 OF THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES (IATSE)

6,000 + ARTISTS, TECHNICIANS, AND WRITERS WORKING IN THE ANIMATION INDUSTRY UNDER UNION EMPLOYERS

A LABOR UNION HELPING ANIMATION WORKERS IMPROVE WAGES, WORKING CONDITIONS, AND USING OUR STRENGTH IN NUMBERS TO PURSUE FAVORABLE OUTCOMES IN COLLECTIVE BARGAINING

## WHAT DO WE DO

WE PROTECT WORKERS' RIGHTS AND MAKE SURE EMPLOYERS ARE FOLLOWING THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT. WHEN ISSUES OR GRIEVANCES ARISE, WE REPRESENT THE INTERESTS OF OUR MEMBERS.

OUR AGREEMENT PROVIDES UNION MEMBERS WITH AFFORDABLE, HIGH-QUALITY HEALTHCARE PLANS, A DEFINED BENEFIT PENSION AND AN INDIVIDUAL ACCOUNT PLAN (A LUMP-SUM PAYMENT AT THE TIME OF RETIREMENT).

UNDER THE TAG CONTRACT, UNION EMPLOYERS PAY INTO A FUND CALLED CONTRACT SERVICES TO SUPPORT FREE OR REDUCED-COST SKILLS TRAINING FOR MEMBERS.

WE STRENGTHEN THE ANIMATION COMMUNITY THROUGH EVENTS, SUCH AS LUNCH & LEARNS, PANELS, AND MEMBER MIXERS.

WE ELEVATE THE PROFILE OF THE INDUSTRY AND THE GUILD THROUGH SOCIAL MEDIA, OUR QUARTERLY PUBLICATION, KEYFRAME MAGAZINE, AND MEDIA OUTREACH.

NOT A PART OF THE UNION? WE HELP ORGANIZE PRODUCTION ARTISTS, WRITERS, AND TECHNICIANS WHO HAVE EXPRESSED AN INTEREST IN BEING A PART OF THE ANIMATION GUILD. VISIT [ANIMATIONGUILD.ORG/START-A-UNION/](https://animationguild.org/start-a-union/).

## WHY IT'S IMPORTANT

UNIONS ARE A SAFEGUARD TO PROTECT WORKERS AND, IN THE CASE OF GRIEVANCES, REPRESENT THE WORKERS' BEST INTERESTS.

WE GIVE WORKERS A STRONGER, COLLECTIVE VOICE SO THEY HAVE MORE POWER TO BARGAIN FOR FAIR WAGES AND MORE FAVORABLE WORKING CONDITIONS.

UNIONS HELP REDUCE WAGE GAPS AND INCREASE WAGES FOR WOMEN AND PEOPLE OF COLOR BY ESTABLISHING WAGE MINIMUMS AND PAY TRANSPARENCY.

ON AVERAGE, UNION WORKERS EARN 11 PERCENT HIGHER WAGES THAN THEIR NON-UNION COUNTERPARTS.

MORE THAN 96 PERCENT OF UNION WORKERS HAVE JOBS THAT PROVIDE HEALTH CARE BENEFITS; ONLY 69% OF NON-UNION WORKERS DO.

UNIONIZED WORKERS ARE 62 PERCENT MORE LIKELY TO HAVE EMPLOYER-PROVIDED PENSIONS.

## HOW DO I JOIN

GET HIRED BY A UNION EMPLOYER. ONCE YOU ARE EMPLOYED BY A STUDIO COVERED UNDER THE ANIMATION GUILD AGREEMENT, WE WILL GUIDE YOU THROUGH THE INITIATION PROCESS.

IS YOUR EMPLOYER NOT PART OF THE UNION? WE HELP ORGANIZE UNION WORKERS WHO HAVE EXPRESSED INTEREST IN UNIONIZING WITH THE ANIMATION GUILD.

EMAIL US AT [ORGANIZE@TAG839.ORG](mailto:ORGANIZE@TAG839.ORG).



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