



MIXING IT UP IN HULETT HALL

On May 30, dozens of TAG members returned to Hulett Hall at The Animation Guild building for the first in-person General Membership Meeting (GMM) since the start of the pandemic. As with most events these days, it looked a little different. As of now, GMMs are hybrid—members can come in person or attend on Zoom. But it was clear on Tuesday night that meeting in-person creates an energy that can't be replicated online.

Using the Guild's new Winmill e-membership system, Sergeant-At-Arms Danny Ducker and Executive Board member Erica Smith checked members in to ensure confidentiality. They heard from numerous members excited to be attending their first in-person GMM because they'd joined the Guild during the pandemic.

Upstairs in the hall before the meeting, new and veteran members socialized over pizza and salad. Then—with Business Rep Steve Kaplan, President Jeanette Moreno King, Vice President Teri Henrich C., and Recording Secretary Paula Spence on the dais—the meeting got underway with the help of two cameras, two video screens, and a team of helpers led by TAG Facilities Manager Jupey Krusho.

Among the night's highlights was the swearing in of new members, including four members in the room. The words of the new member obligation were shown on the main screen while Recording Secretary Paula Spence led

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initiates in reading aloud, and then handed each a shiny new magnetic Animation Guild lapel pin.

Reports from our Organizers Ben Speight and Allison Smartt were proof that being together in person makes a difference. While they attended the meeting remotely and had to present their reports by way of Zoom, the response in Hulett Hall was tangible. Online attendees were muted, but those in the room applauded as Allison and Ben shared news about recent victories in TAG's organizing efforts.

Allison discussed the hard work being done by production workers at Disney—along with our Disney Shop Steward and Executive Board Member Justin Weber—to continue to demand for the voluntary recognition they made in January. Ben described how the workers at Powerhouse in Austin, Texas faced a refusal to recognize their efforts, re-strategized their request and are holding National Labor Relations Board elections to unionize. Then there was the news that Titmouse NYC has ratified its first TAG contract—filling Hulett Hall with clapping and cheers.

As with everything we do at the Guild, this GMM did not happen without teamwork. Everyone involved deserves credit—and a special shout-out to Jupey, who has been managing the audio-visual upgrade and testing the new systems for months to make a smooth transition to hybrid meetings. He also managed the monitors, cameras, mics, and Zoom while the meeting took place.

Yes, it may be more convenient to attend the GMM by Zoom. And we know it's not always possible to come in person. But when you can make it to Hulett Hall at the Guild's office, you'll be doing more than just sitting through reports. You'll be side-by-side with TAG leaders and your colleagues across the industry—asking important questions, celebrating victories, and creating connections while sharing a slice.

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/>.

FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



I'm happy to report there has been much progress on the organizing front. Multiple campaigns have reached tentative agreements and some have even completed ratification votes. The TAG staff ratified its first collective bargaining agreement. The production staff at Titmouse Los Angeles and Rick & Morty have ratified their first contracts. The crew at Titmouse NYC ratified their agreement establishing the first contract outside of California held by the Guild! We have reached tentative agreements with Bento Box and ShadowMachine for their production employees, and those ratification votes will be sent out soon. We are still in negotiations with Nickelodeon, Late Night Cartoons, and Solar Opposites.

Unfortunately, I cannot say similar progress has been made in the entertainment industry negotiations. The Writers Guild of America (WGA) endured two weeks of discussions with the studios during which their priority issues were left unaddressed. Their strike continues, and it appears that the studios are choosing to get through their discussions with the Directors Guild of America (DGA) and Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) before returning to the WGA to try to put themselves in the most advantageous position possible. The DGA negotiations concluded on Saturday, June 3rd, with an agreement the DGA called "historic." By some accounts, their statement is correct, and it can predict how some of the WGA issues may be addressed. However, it does not address all of the WGA issues, including their demand for guaranteed levels of employment.

The SAG-AFTRA negotiations started on June 7th, with both parties agreeing to a press blackout so little is known about what, if any, progress is being made. SAG-AFTRA went into the negotiations after taking a strike authorization vote, where an overwhelming number of members who voted did so in favor of authorizing a strike. This gives SAG-AFTRA the means to credibly threaten a strike if their priority issues are also left unanswered.

What I find more poignant in review of the most recent negotiations is what it took to get the studios to reach an agreement with the Unions. The IATSE achieved strike authorization from the members under the

Basic and Area Standards Agreements, which was needed to achieve the priority matters in those negotiations. The DGA refused to begin their negotiations at the expected time, instead choosing to negotiate closer to the end of their agreement to give themselves additional leverage, then found a way to reach agreement as the industry had already shut down. The WGA achieved strike authorization and had to undertake a six-week and counting strike to address their concerns without a resolution thus far. SAG-AFTRA held a strike authorization vote before going into negotiations signaling their ability and willingness to undertake a strike should their priority concerns not be met. They are one week into a three-week period before their contract expires.

This trend is indicative of the employers growing unwillingness to address key and important issues the Unions are bringing to them. This recalcitrance continues to grow, and my hopes of SAG-AFTRA reaching an agreement within the next few weeks before their agreement expires are not high. The WGA calls their strike an existential fight for the existence of their crafts. It seems to me that we all are facing the threat to our crafts and livelihoods as what once was a collection of movie studios focused on creating quality content is now a group of multinational conglomerates focused on creating a larger dividend for their stockholders. Those companies share a goal of creating more for less, which means they don't care about what we need to survive.

Maybe I'm mistaken, and the Alliance of Motion Picture and Television Producers (AMPTP) will reach an agreement with SAG-AFTRA in the next two weeks, which will provide further pavement for renewed talks with WGA where an agreement can be reached. I am confident that the 2024 negotiations for a successor Basic Agreement and Area Standards Agreement will be an indicator to how our negotiations will go. Either way, the time to start preparing for our negotiations is upon us. I am looking forward to beginning that process and working on improving our agreement for all our crafts in 2024.

In Solidarity,

Steve Kaplan

Business Representative

The Animation Guild, IATSE Local 839

steve.kaplan@tag839.org



GROWING THE TAG FIELD REP PROGRAM

By **Evangelina Nevarez** and **Leslie Simmons**
TAG Field Representatives

With the recent hiring of TAG Field Representative Eva Nevarez, the Union now has two reps as points of contact for members and to enforce the contract. This gives the Union the opportunity to further develop and strengthen TAG's Field Rep program.

Field Reps are a relatively new position for TAG. In 2019, former TAG Business Representative Jason MacLeod hired Steve Kaplan and Leslie Simmons for the role. But having two Field Reps was short-lived when Steve, a TAG member, ran for and was elected to lead the Local as Business Representative. Steve has served in the role ever since. That left Leslie as the sole Field Rep for a union growing by leaps and bounds.

In early 2020, the Union posted for a second Field Rep position, but then March 2020 came around and we all know what happened after that: the COVID-19 pandemic.

As the pandemic lingered on and most of the industry came to a standstill, TAG's membership grew. Members started to pay close attention to their contracts and working conditions and started communicating in ways they never had before, thanks to the TAG Member Discord set up by TAG members Jake Hollander and Crystal Kan, and to the creation of the TAG Member Contract Questions Form (<https://tinyurl.com/MemberHelpForm>).

Active, involved and educated members are keys to a strong union, and our members know they can come to the Union with questions and with issues their Field Reps need to bring to the studios for resolution. This is a good thing! However, the number of workplace issues being brought to the Local increased with the size of our active membership and by 2022 it became imperative to bring on a second Field Rep to get problems solved in a timely manner.

Now that we have two Field Reps, we can assess the best way to utilize our time with enforcement and member protection. We are currently working to decide how best to split important Field Rep-driven roles, such as the TAG Shop Stewards program and training; reviewing hiring and layoff notices sent by the studios and payroll companies; supporting TAG ME; and of course splitting member outreach, issues, contract violations and more.

One of the things we're considering is how best to divide field visits to the signatory studios so members know who to contact should a question or issue arise and they need to reach out. This strategy would also streamline member claims, particularly those requiring outreach to studio labor relations. This is just one way we're trying to be efficient in the way we work for the members.

You may have some ideas on how TAG Field Reps can best serve the membership and protect your rights in the workplace. We welcome suggestions; you can email them to fieldrep@tag839.org.

Have an issue or contract question? Fill out the Member Contract Questions Form: <https://tinyurl.com/MemberHelpForm>.

Or call us on the Field Rep Hotline: (818) 845-7500 ext. 150.



Do you have a contract question or workplace issue and need to speak with a TAG representative about it? Scan this QR code to link to a form, answer a few questions, and get assistance.

You can also use this link to connect to the same form:

<https://tinyurl.com/MemberHelpForm>



Sisters, Brothers, and Kin,

All entertainment workers deserve the rights and protections of a union, regardless of the platform or medium they work in. We pride ourselves on representing workers who navigate from project to project, and the video game industry is no different.

Video games has become a staggering five times larger than the motion picture industry, and major IATSE employers are expanding into games to create new revenue streams. At the same time, game workers are overwhelmingly non-union. We intend to change that.

To better understand the unique nuances of working in this sector and inform ongoing organizing efforts, we are sponsoring a study into the rates and conditions of video game workers through our new campaign website, [Gameworkers.org](https://gameworkers.org).

We know many talented IA members have taken their unique professional expertise into this thriving field, contributing to the creation of unforgettable gaming experiences. If that's you, we invite you to participate in the 2023 Gameworkers.org Rates and Conditions Survey at:

gameworkers.org/2023-survey/

Further, we encourage you to share this survey with friends you know working in games. The more voices we hear from, the better prepared our movement will be to ensure the rights, benefits, and working conditions of game workers are recognized and safeguarded.

In Solidarity,

Chrissy Fellmeth

IATSE, Video Games Organizer

Open Enrollment

PERIOD TO BE HELD JULY 1-21



Each year, the Motion Picture Industry Health Plan (MPIHP) holds an open enrollment period during which a participant can enroll in coverage and/or change his or her medical and/or dental plan election. If you are a COBRA participant, you may add or remove dependents or switch between Core and Non-Core coverage during the open enrollment period.

IF YOU WOULD LIKE TO MAKE CHANGES TO YOUR HEALTH COVERAGE



If you would like to make changes to your health coverage, please download the required enrollment forms by visiting MPIHP's website at www.mpiphp.org and clicking on the Open Enrollment link.

You may also request open enrollment information and forms be sent to you by using the Contact Us feature at www.mpiphp.org or by calling (855) 275-4674.

Please complete and submit all of your open enrollment materials to MPIHP by July 21, 2023.

Your new plan selection will be effective August 1, 2023.

However, if you are in the Retiree Health Plan, are Medicare-eligible and choose to enroll in an HMO plan, you will have a later effective date.



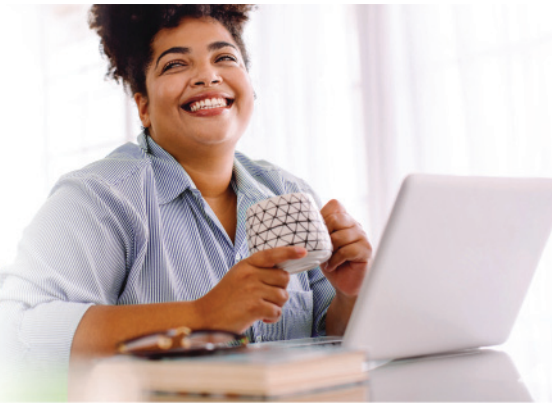
IF YOU DO NOT NEED TO MAKE CHANGES TO YOUR HEALTH COVERAGE

If you are not planning to make changes to your health coverage then you do not need to take action. You do not need to complete any forms - your current coverage with MPIHP will remain in effect.



MPI

DID YOU KNOW?



Following are short articles that are part of a series the Motion Picture Industry Pension & Health Plans (“MPI”) calls, “*Did You Know?*”

This series is intended to feature short articles about useful topics for your members. MPI welcomes your local to include any of these short articles in any of your membership communications. Please reach out to Ed Brown at MPI at (818) 769-0007 x 2703 if you have any questions or concerns.

DID YOU KNOW...

How to look up your hours and current and future eligibility periods on the MPI website?

To look up your hours on the MPI website, visit www.mpiphp.org. Once there, log in and the landing page that you see shows your current and future eligibility status. Included on this page is information about your eligible dependents, the health and dental plans in which you are enrolled, your current eligibility status, the number of hours you have worked in the current qualifying period, and your bank of hours. Please keep in mind that it typically takes approximately four to six weeks to process any hours from the day they have been worked.

DID YOU KNOW...

How to look up health claims explanation of benefits on the MPI website?

To view your health claims explanation of benefits (EOBs) on the MPI website if enrolled in the Anthem Blue Cross PPO plan, visit www.mpiphp.org. Once there, log in and go to the “Health” tab. Next, select “Claims” from the dropdown menu. There you will see all of your EOBs in the order they were issued.

To elect to only receive electronic copies of your EOBs (and opt out of receiving paper copies of EOBs), please log in to MPI’s website, visit the “More” tab, and select the “Communication Preferences” page. From there, you can change your EOB delivery preferences on the “Health” tab.

DID YOU KNOW...

You can download your Pension Plan and Individual Account Plan annual statements online for asset and income verification purposes?

To view your annual Pension Plan and Individual Account Plan statements for the past five years, visit the MPI website at www.mpiphp.org. Once there, log in and go to the “Retirement” tab. From there, click on the arrow to the far right of the “My 1099s & Statements” heading. A list of five years’ worth of statements may be accessed.

DID YOU KNOW...

How to see your monthly Pension Plan benefit, Individual Account Plan balance, and progress toward retiree health benefits?

To view your monthly Pension Plan benefit, Individual Account Plan balance and progress toward retiree health benefits, visit the MPI website at www.mpiphp.org. Once there, log in and go to the "Retirement" tab. From there, you can see your accrued monthly Pension Plan benefit, a valuation of your Individual Account Plan balance, and the number of years and hours you have worked toward retiree health coverage through MPI.

DID YOU KNOW...

You have two retirement accounts?

As a result of your work in the entertainment industry, you have two retirement accounts through MPI – a Pension Plan and an Individual Account Plan.

The Pension Plan is a defined benefit plan which generally allows you to receive a fixed monthly benefit for the duration of your lifetime after retirement. You are vested and eligible to receive this benefit after five years of work.

The Individual Account Plan, on the other hand, is a defined contribution plan, which provides you with a lump sum or annuity benefit, based on your account balance at the time of your retirement, and is generally payable to you upon retirement. You are vested and eligible to receive this benefit after one year of work.

For additional information about these benefits, visit www.mpiphp.org/home/education/retirement.

DID YOU KNOW...

Paying health premiums online allows MPI to update your coverage more quickly?

Paying health premiums online is quick and easy! To pay your health premiums online, visit www.mpiphp.org and select the "Pay Premium" tab. From there, you can either submit a one time payment using your banking, credit card or PayPal information, or you can request recurring payments. Additionally, paying electronically expedites coverage updates and prevents unnecessary delays caused by mailing and manual processing.

DID YOU KNOW...

You can register for a retirement workshop online if you are considering retirement in the next year?

To register for an online retirement workshop, please visit www.mpiphp.org. Once there, select the "Resources" dropdown menu; from there, select "Upcoming Workshops." All future retirement events will be listed, and you may enroll in any of them. Please note that there are a limited number of spaces available for each retirement workshop.



MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

www.mpiphp.org | service@mpiphp.org | (855) 275-4674 | 11365 Ventura Blvd., Studio City, CA 91604

LUNCH & LEARN

LEVEL UP: CAREER LONGEVITY

Wednesday, June 12, 2023

12 p.m. via Zoom

How do you sustain an enduring career animation? Join us for a panel discussion with TAG members who will share how they grew multi-decade carers, weathered industry down turns, and tips for navigating the ever-evolving landscape of animation.

Panelists: Kimson Albert, Randy Myers, and Paula Spence.

RSVP at: <https://tinyurl.com/TAG-LevelUp-CareerLongevity>



Level Up: Career Longevity

a panel discussion

July 12, 2023 at noon

via zoom

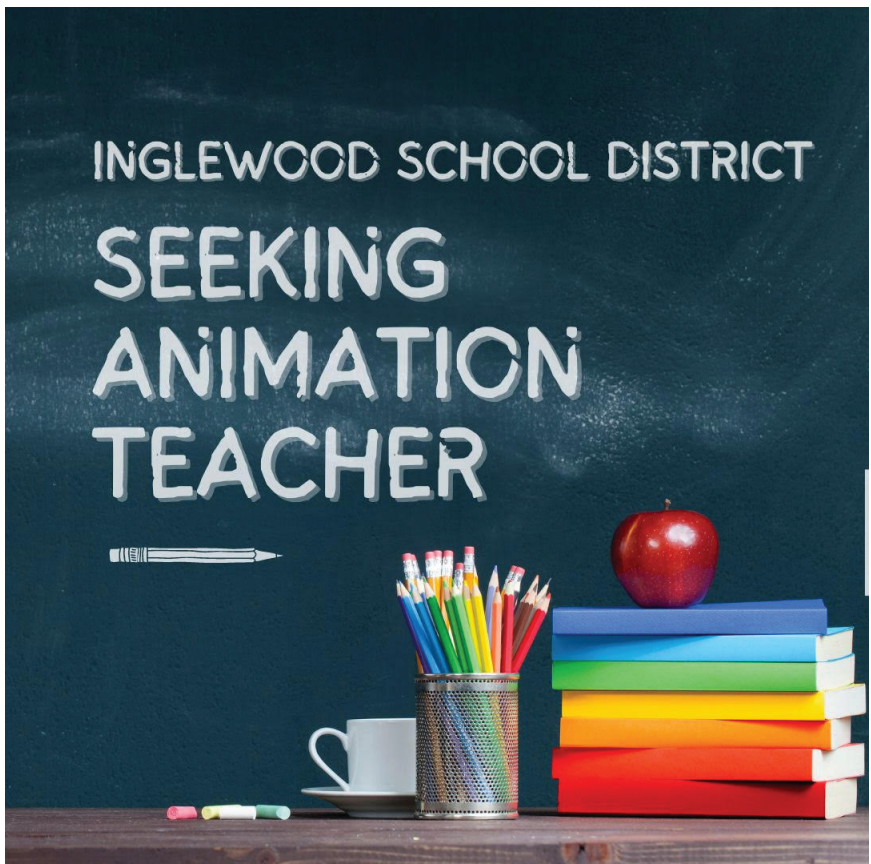


INGLEWOOD SCHOOL DISTRICT SEEKS ANIMATION TEACHERS

Inglewood School District is seeking an animation instructor for Continuation High School and a middle school that feeds into their high schools.

Salary will be based on whether applicants have or do not have a CTE credential.

For more information regarding the job specifics, please contact Aba Ngissah at aba.ngissah@inglewoodusd.com





ROYBAL

VOLUNTEER FOR THE NEW ROYBAL FILM AND TELEVISION CAREER MENTORSHIP PROGRAM

The program matches industry professionals working in below-the-line career paths with **11th and 12th grade** students. The goal is to accelerate students' **industry knowledge, networks, and professional development.**

We are looking for volunteers who:

- Have an interest in working with **youth** and developing **future talent.**
- Can agree to a **one-year** time commitment, meeting **once per month** with their mentees.
- Have worked in any of the below careers for at least **5 years:**

CRAFT



Art Direction
Costume Design
Hair & Makeup

POST PRODUCTION



Animation
Editing
Visual Effects

TECHNICAL



Camera
Lighting
Sound

INTERESTED? LEARN MORE AND SUBMIT YOUR APPLICATION TODAY!

APPLY

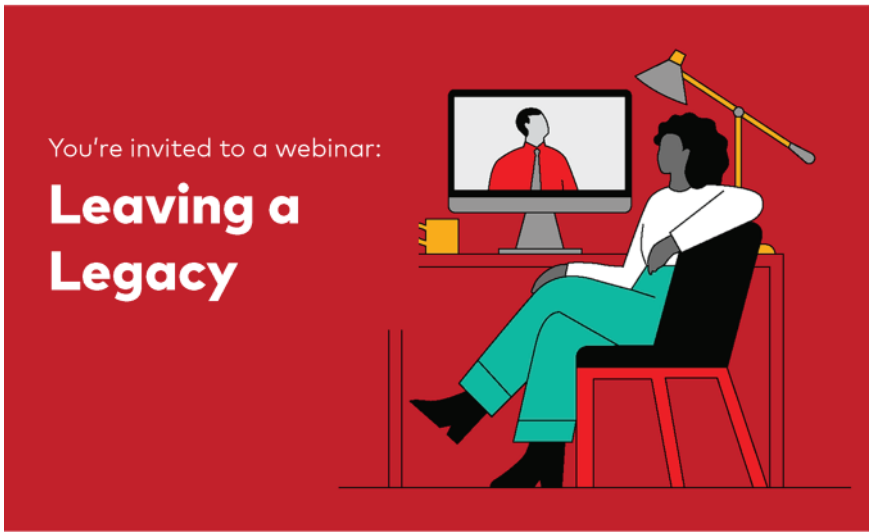
POWERED BY:



Big Brothers
Big Sisters.
OF GREATER LOS
ANGELES



Use the QR code above or the following link to apply: <https://bit.ly/roybalmentor23>



You're invited to a webinar:

Leaving a Legacy

Make sure your money goes where you want it to go. Find out about the steps you can take to build an estate plan.

DATE	TIME
July 7, 2023	9 a.m., 12 noon, and 3 p.m.
July 10, 2023	2 p.m., 5 p.m., and 8 p.m.

All times shown are Eastern time.



Register now

Scan this code or register at webinars.on24.com/Vanguard_IIG/VES2023.

PLEASE NOTE: Times listed above are Eastern time zone. Follow the link to register and choose the time that works for your location. Some seminars available in Spanish.

Affected by the current work stoppage?
MPTF is here to help.



MPTF offers a variety of services that can provide emotional and financial relief to individuals and their families who are experiencing hardship. These services include:

- Confidential help and supportive counseling
- Referrals to community resources
- Temporary emergency financial assistance for eligible industry members

For more information please visit mptf.com
If you need help today, give us a call at **323.634.3888**

MPTF | Motion Picture & Television Fund
The Wasserman Campus | 23388 Mulholland Drive | Woodland Hills, CA 91364
Toll Free: 855 760 MPTF | Email: info@mptf.com

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IN MEMORIAM

Ernesto Brieno — 09/14/1965 – 05/22/23 — Ernesto Brieno worked as an Inbetweener and Breakdown Artist at Walt Disney Animation Studios and DreamWorks Animation. Among his credits are *Hercules*, *Tarzan*, *Fantasia 2000*, and *Spirit: Stallion of the Cimarron*. He was 57.



Correction: Last month's memorial for Allen Stovall listed the incorrect birth date. Allen was born on 08/24/1953. He was 69 when he passed away.

TAG Tuesday!

LAST TUESDAY OF EACH MONTH

Wear your TAG logo shirt, take a photo,
and post to social media with:

#tagtuesday • #tag839 • #animationguild



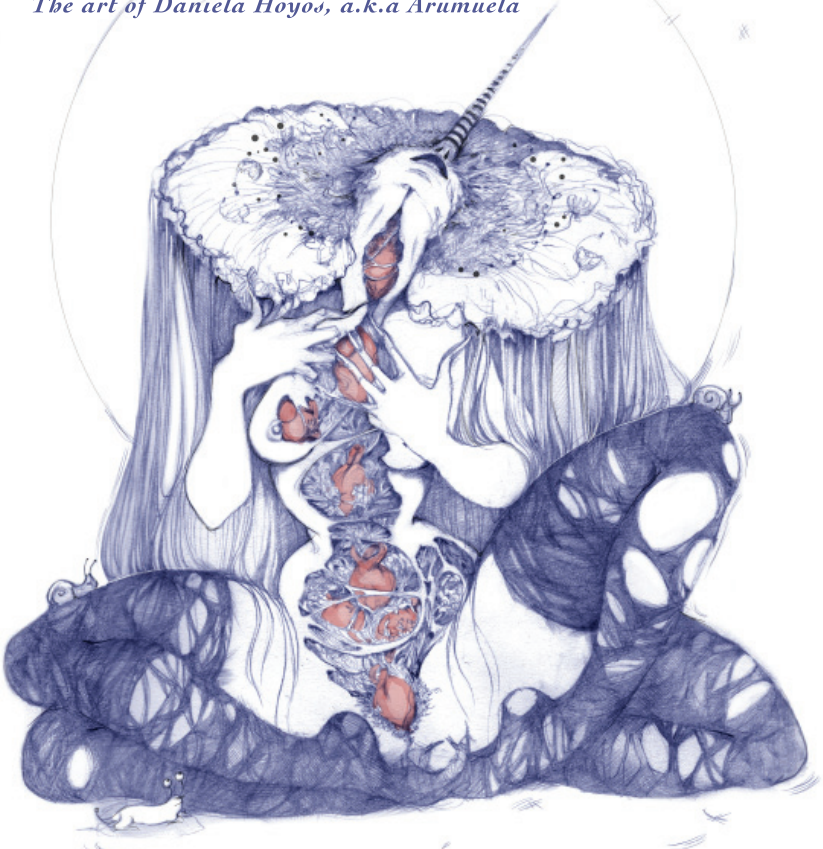
the animation guild



Gallery 839 Opening: Thursday, July 6, 2023 from 5 to 8 p.m.

Headgardened

The art of Daniela Hoyos, a.k.a Arumucla



at **The Animation Guild**

1105 N Hollywood Way, Burbank, CA 91505

Opening reception Thursday, July 6 from 5-8 pm

On display from Thursday, July 6, 2023 - Monday, July 31, 2023

Regular Gallery Hours: Monday through Friday, 8:30 a.m. to 5 p.m.

UPCOMING EVENTS AT THE ANIMATION GUILD

July

July 1st- 21st
MPIPHP Open Enrollment

July 4th
Contract Holiday: Independence Day

July 6th, 5 to 8 p.m.
New Show Opening at Gallery 839
Featured Artist: Daniela Hoyos/Arumuela

June 16th
Portfolio Review Day

June 25th
TAG Tuesday
Wear your TAG T-shirt!

July 25th, 6:30 p.m. via Zoom
General Membership Meeting
In-person at Hulett Hall, or register ahead of time to receive a meeting link for remote attendance; check your email account for details and instructions.

August

August 3rd, 5 to 8 p.m.
New Show Opening at Gallery 839
Featured Artist: NAME

August 29th
TAG Tuesday
Wear your TAG T-shirt!

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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