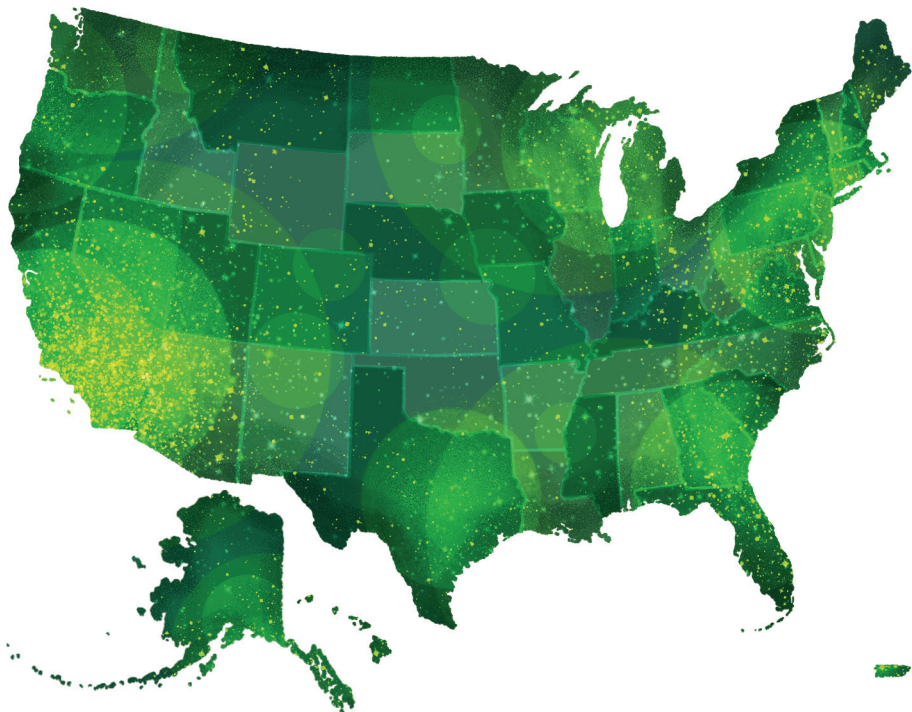


OUR UNION: GOING NATIONAL!



You may have heard the news that The Animation Guild has recently been granted national jurisdiction by the Executive Board of the IATSE to represent people working in the animation industry across the United States. Word spread like wildfire when President Jeanette Moreno King posted about it on the TAG Members Discord from the IA's Mid-Summer General Executive Board Meeting in Chicago on July 31st. An email explaining what it all means went out to all members on August 7th, and you can read more about it from President King and Business Representative Steve Kaplan in this issue of *The Pegboard*. We're all understandably ecstatic to have the hard work of the last

Our Union: Going National! (continued on page 3)

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THE PEGBOARD is published monthly by The Animation Guild, IATSE Local 839
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several years pay off with this vote of confidence and support from the IA's Executive Board. Our parent Union has always had this Local's back, but national jurisdiction raises the profile of The Animation Guild among our fellow Locals and in the labor community across the country. It's the first time the IATSE has nationalized a Local in more than 25 years!

National status is something that The Animation Guild has been working toward over the last several years. We've focused energy and resources on both external and internal organizing. Our staff has been expanded to accommodate exploding membership numbers. TAG t-shirts are recognized everywhere, and Keyframe Magazine and a vigorous communications strategy highlight members' expertise and drive engagement. And there's still so much more to do!

While our new national status won't immediately have a dramatic effect on members' day-to-day lives, it does give our Local more clout in the IATSE and in the animation industry. You'll be seeing and hearing even more from The Animation Guild as we play a bigger and more transformative part in the world around us.

— *Paula Spence, Pegboard Editor*



Smiles and solidarity abound at the IA's Mid-Summer GEB Meeting after TAG was granted national jurisdiction. From left to right: Field Rep Eva Nevarez, Recording Secretary Paula Spence, Executive Board member Erica Smith, Field Rep Leslie Simmons, President Jeanette Moreno King, Organizers Allison Smartt and Ben Speight, Business Rep Steve Kaplan, and TAG member/International Representative Chrissy Fellmeth.

FROM THE PRESIDENT JEANETTE MORENO KING



FROM CONFUSION TO CHEERS: A DECADE OF TRANSFORMATION

When I wore my TAG t-shirt to my first District 2 meeting in 2015, all of the reactions I'd get—if I got them at all—were of confusion. A lot of questions like: “What is that logo?” “The Animation Guild? Is that a Local?” “There's a Local for animation?”

What a change eight years, and a whole lot of work from our leadership and active members, made! Now when I wear my TAG t-shirt or my pin I hear cheers from across the room at IA events. This last Mid-Summer General Executive Board meeting in Chicago was no different. Other locals are now reaching out to us for advice on how to activate and engage their own members.

My personal goal, when I got involved in our Union, was to raise our profile outside of our Guild walls and to make the slow shift from a service local that was just handling benefits and contracts to a growth local that also prioritizes community and growth on top of service.

Steve Hulett, TAG's Business Rep from 1989 to 2016, did a fine job keeping our Local solvent during a rough period for unions when membership and engagement were at all-time lows. He was the first to propose a TAG magazine similar to other IATSE locals like the International Cinematographers Guild, Local 600's ICG Magazine that spotlights members and their work. It was our first move in raising the profile of our members and our Guild.

Jason MacLeod, Business Rep from 2016 to 2019, with the approval of the board and a vote from the membership, made Keyframe Magazine a reality. It has now gone on to win multiple awards and funds itself through ad sales. Jason also shepherded in an era of more member engagement by inviting participation. He was backed up by President KC Johnson, who executed her constitutional power to create committees, giving members a direct path to engage with their Union and have influence on its future. Jason, once again with the approval of the board, started expanding the staff at the Guild office and began the work of updating our member portal and

databases to better serve our membership. The foundational work was being done to make it possible to expand our Locals' reach.

Steve Kaplan, TAG's Organizer during Hulett's last term and IATSE's International Organizer during MacLeod's term, was elected as Business Rep when I was elected as President in 2019. He brought with him the skills and experience to drive our goal of growth. The newly elected board approved resources for expanded staff and organizing efforts. Internally, I, with the approval of the board, pushed for more member engagement opportunities with mixers, panels, and Lunch & Learns. The committees have multiplied that outreach with their own planned member events. We have given members a variety of ways to be a part of their Union and to connect with each other in meaningful ways.

With the work of our organizers, Ben Speight and Allison Smartt, we have organized more productions and studios than ever in the history of this local—reaching outside of our traditional jurisdiction of Los Angeles County to New York City; Austin, Texas; and San Juan, Puerto Rico.

Our International Union leaders took notice, and at the last General Executive Board meeting, IATSE's 4th International Vice President and Motion Picture & Television Production Department Director Mike Miller made a motion to expand The Animation Guild's jurisdiction to cover all of the United States and its territories. The motion passed unanimously! Now any animation workers at any studio in the United States looking to be represented by IATSE will fall under 839's purview.

It has been a long journey and we still have much work to do, but I am incredibly proud of all the work that everyone has done so far. From Guild leadership and staff, every member who has stepped up to lead a committee or group, every committee member taking time to attend meetings, every shop steward keeping members at their studios up to date with the latest information, every member of TAG ME who works with great enthusiasm on phone and text banks to get out the word, to every member who wears their TAG t-shirt and shares on social media—I see you all, and each and every one of you has contributed to the Guild's successes.

In solidarity,

Jeanette Moreno King

President

The Animation Guild, IATSE Local 839

jeanette.king@tag839.org

FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



The IATSE General Executive Board held its mid-summer meeting at the Chicago Marriott Downtown hotel over the week of July 31. The General Executive Board meetings follow a pattern of reports to the Board from each of the member representative departments (Broadcast, Motion Picture and Television, Stagecraft, Tradeshow) as well as other regular reports that include a report from the General Secretary-Treasurer and International Trustees, reports regarding the state of MPI and the IATSE National Benefits Plans, reports of the activity of the Canadian Department, Education Department, Legal, Legislative and Political Department, and Communications Department (to name a few), and reports from various IATSE committees like Pride, Green, and Womens. These reports alone help to keep IATSE Local leadership apprised of and aware of the activities of the International with regard to supporting and defending the membership over the past six months. I have always encouraged any TAG Executive Board member to attend the General Executive Board meetings for this reason. I feel it helps us better understand the size and scope of the Union and how we play our part within it.

IATSE Locals also regularly request appearances in front of the General Executive Board to update President Loeb and the Board on Local activities that support and defend their members. At the mid-summer meeting, we heard reports from Local 700 and their fight to represent editorial staff at *Saturday Night Live*; Local 631 from Orlando, Florida, regarding their negotiations successes with Walt Disney World and the troubles they faced before reaching those successes; and Local 798 regarding their historic win against the Atlanta Opera and the effects that the decision from the NLRB will have on all of us, just to name a few.

I have been taking the opportunity to keep the IATSE General Executive Board apprised of TAG's organizing and negotiations activity each summer, and had an extensive report that I was called to give on Monday of the meeting week. I, and our two Organizers, Ben Speight and Allison Smartt, reported on the ratification of the Titmouse NYC agreement and production agreements for Titmouse LA, Rick and Morty, Bento Box, ShadowMachine agreements. We also reported on the successful organizing of the production teams at Skybound, Warner Bros. and Cartoon Network Studios, workers at Gladius Animation in Puerto Rico, and the entire unit at PowerHouse Animation Studios in Austin, Texas. We also updated the Board on our ongoing negotiation struggles with Nickelodeon, Walt Disney Animation Studios, and

Late Night Cartoons, as well as the negotiations for the production teams at *The Simpsons*, *American Dad!*, *Family Guy*, and *Solar Opposites*. What happened next was yet another historic moment for our Local.

At the end of the report, Vice President Miller, who sat at the presentation table with Allison Smartt, Ben Speight, and I, remarked about the extensive nature of the report, indicating how much we have committed to the growth of the Local and how that will increase our leverage in negotiations with the studios. As such, he felt it appropriate to move that the General Executive Board grant national jurisdiction over animation to Local 839 to show the Board's support of our ongoing organizing and expansion. After receiving a quick second to the motion and before taking the vote, President Loeb remarked that he sees TAG has made a commitment and dedicated the necessary resources to our growth, which has made us one of the most aggressive organizing Locals in the IATSE. As such we deserve the national jurisdiction. The vote resulted in a unanimous decision by the IATSE General Executive Board to approve the motion and grant us the jurisdiction.

While the results of the vote don't change our existing contracts, it tells the rest of the IATSE that representation of animation workers belongs to TAG and they should support our efforts. At the next break in the meeting, that support was shown by a handful of IATSE Business Representatives who came up to me sharing their interest to see us organize in their areas where they understand animation work is being performed.

We released an announcement to the membership that attempts to answer questions that quickly arose once the word of the Board's decision was shared on social media. The decision should be seen as an acknowledgement of our work, and a commitment to supporting it when possible. We will continue to organize in the animation industry across the country, with the goal of being able to set a national standard for the work while bringing the voice of the working animation professionals into the creation of those standards and workplace conditions. We have a lot of work ahead of us to achieve that goal, but the results will be a stronger Local with the ability to leverage the industry against the employers when bargaining for improvements to our agreement.

In Solidarity,

Steve Kaplan

Business Representative

The Animation Guild, IATSE Local 839

steve.kaplan@tag839.org



THREE IMPORTANT STEPS TO TAKE WHEN YOU'RE LAID OFF

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

In the last several months, we've received an increase in the number of calls from members who have been laid off. If you find yourself in this situation, here are the top three most important financial steps you should take:

1. File for unemployment insurance immediately.

Even if you think you might be called back to work by the company, you should cover your financial bases by filing an unemployment claim right away.

If you are laid off during the WGA and SAG-AFTRA strikes, and your employer indicates that this is the reason for your layoff: It is important to note that TAG is not on strike. Therefore, when applying for unemployment during the WGA and SAG-AFTRA strikes, a lack of work should be cited as the reason for your layoff.

California

Employment Development Department

<https://edd.ca.gov/en/unemployment/entertainment>

Toll-free, within CA: (800) 300-5616

Spanish: (800) 326-8937

Outside CA: (800) 250-3913

New York

New York State Unemployment

www.ny.gov/services/unemployment-0

Toll-free: 1-888-209-8124

2. Check your health insurance coverage and retirement program(s).

If you are on an employer-provided health plan, please contact the provider so that you are aware of when your coverage ends and your options to extend it. It would also be good to understand your options for any retirement programs that are through your former employer.

If you are on the Motion Picture Industry Pension and Health Plan (MPI), you should check in about the status of your health benefits and pension.

You can contact MPI by phone or log-in through their website to determine the status of your health and pension benefits. If you qualified for MPI health

insurance benefits from employment at your previous Guild-signatory studio, this coverage will not expire immediately upon layoff. If you have a “bank of hours,” you may be able to extend your coverage for an additional period of time. After your health coverage expires, you could be eligible to continue your health insurance through self-payment (“COBRA coverage”). If you cannot afford COBRA coverage, the non-profit Entertainment Health Insurance Solutions, administered by the Motion Picture Television Fund and Entertainment Community Fund, can help you find affordable coverage. Visit <https://ehisca.com/>. Remember that in the state of California, you have to have health insurance. If you do not, you may be fined.

Also check in with MPI to determine your pension-vesting status. If you were laid off as a result of the current industry strikes and are vested in the IAP as of December 2022, you can apply for a Hardship Withdrawal of 20% of your vested balance, up to \$20,000. MPI will begin accepting applications on Sept. 1. Please see MPIPHP’s Strike Relief Update of Aug. 1 for more details at www.mpiphp.org.

Motion Picture Industry Pension and Health Plan

www.mpiphp.org

Participant Services Hotline:

1-855-ASK-4MPI (1-855-275-4674)

3. Review TAG’s Layoff Resources

TAG’s Layoff Resources list can be found here:

<https://animationguild.org/looking-for-work/>

In this list, you will find important contacts and links for non-profit organizations that assist members of the entertainment community with financial assistance and other needs such as the Entertainment Community Fund and Motion Picture and Television Fund. Additionally, an intake form link is listed for Labor Community Services, which provides union members with both financial and food assistance.

Other useful items listed are links to add yourself to the TAG Availability Grid to list your work and be considered for job opportunities, the TAG Member Contract Question Form, and information for visa holders.

This is an unprecedented time in the entertainment industry and in animation. We want members to know we are here to help. If you have any questions or concerns, please reach out to your TAG Field Representatives at fieldrep@tag839.org



Dear Sisters, Brothers, and Kin —

As of today, we're at the midpoint of our IATSE Member Census, an integral initiative designed to better understand who we are as a union. Our goal is to have every member of this alliance participate, and your participation is essential to shaping our union's direction and amplifying the collective voice of IATSE.

Please take the 2023 IATSE Member Census here: <https://sri.cornell.edu/iatse/>

The Member Census asks questions that include demographic topics such as age, years with the union, work classification, income, insurance, gender, sexual orientation, race/ethnicity, disability, education, etc. **It only takes 5 minutes to complete, and you can do so from your mobile device.**

To those who have already invested their time in completing the census: thank you. The more of us that take the Member Census, the more accurate the end results will be. If you've been proactive and taken the Member Census already, could you kindly share the census link with one to two IATSE sisters, brothers, and kin? A union is as strong as its members, and every voice counts.

You can even save this QR Code on your phone and have a fellow union member scan it!

In solidarity,

Matthew D. Loeb
IATSE, International President

As of publication date, TAG's participation in the IATSE Member Census is at about 34%. Please help us raise that number — we want ALL of our members at The Animation Guild to be counted, and to have their voices heard!





HOLLYWOOD

SAVE THE DATE!

THE “ALL-IN” IATSE LOCALS MIXER

(Adults and Members Only)

**MUSIC, FOOD, CASH BAR, GAMES,
RAFFLE and PAC FUNDRAISER**

OCTOBER 7, 2023 @ 6PM - 11PM

IATSE LOCAL 80

2520 W Olive Ave, Burbank, CA 91505

RSVP: CDGIA@CDGIA.COM

IATSE SOLIDARITY



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/>.

PEER-TO-PEER NETWORKING BRUNCH

The Education and Training Committee would like to invite you to join us for a morning of fun, casual networking at our upcoming Peer-to-Peer Networking Brunch! It will be held on Saturday, September 23rd at 11 a.m. at Balboa Park Picnic Pavillion #1 in Encino.

Our aim is to create a curated event that boosts solidarity, provides perspective, and combats ageism and other types of discrimination. We will match attendees into small groups based on varying levels of experience within their craft. Over coffee and pastries, each small group will use provided icebreakers and chat amongst themselves. Afterward, attendees will be free to mix and socialize with everyone at the event.

Solidarity & Perspective

The way many studios operate may have some members feeling isolated within their own craft or show. Meeting new people and learning about the industry at large will help foster new relationships and boost solidarity. Discovering what is considered “normal” outside of your own experiences may be eye-opening both in terms of the industry at present, and how it has been shaped over the decades.

Connecting people of varying levels of experience within their craft can help with career goals, advancement tips, and training. Hearing the experiences of someone either junior or senior to your own position will provide perspective. That person with twenty years of experience may have gone through the exact situation you’re dealing with, and have helpful resources for handling it. By contrast, that person who is just starting out may share a new, efficient way to use your shared software, and could have intel on the newest trends. The goal is to create an environment of mutual sharing that is different from traditional mentorship opportunities, and specifically tailored to working professionals at all points in their career.

Combating Ageism & Discrimination

When it comes to diversifying hiring, one of the most common unconscious obstacles is people hiring from their own network— which is frequently made up of colleagues from school, a past studio, or their friends. These friend/coworker circles can sometimes be very homogeneous in race, gender, and/or age. This event will hopefully provide a way for attendees to branch out past their traditional social groups in a casual, yet professional setting.

Brunch, Redux

This event was originally run back in 2019, held in Hulett Hall, and had 57 attendees. It was a very successful event, and we wanted to bring it back ... but bigger and better! We felt holding it outside might help provide a venue both able to accommodate a larger number of members, as well as a safer venue for a wider variety of people. Even still, space is limited so please apply quickly! If we hit our cap, we will create a wait-list for additional interested attendees.



The first Peer-To-Peer Brunch in 2019 saw 57 TAG members networking to great effect at Hulett Hall. Sign up to attend the 2023 event and meet other members looking to connect.

The Committee

If you haven't heard of us before, allow me to introduce us! The Education and Training Committee was started by chair Pete Michels in 2021, and we focus on working with LAAFA and Contract Services to provide members with education and training for increasing career longevity. We are always looking for more teachers and ideas for new courses. If you're interested in either seeing a certain subject offered, or teaching a course yourself, please reach out to us at committee-education-training@tag839.org.

We're also working on creating panels and workshops on various topics for our members, as well as outreach programs to art colleges. This is our very first event, so please come attend and help us make it a smash hit!

We Need Volunteers!

For this event we're looking for approximately ten volunteers to help us out. We need people who can help with set up, check in, picking up food, breakdown, and members with larger vehicles who can help transport tables and chairs. If you're interested, please reach out to us at committee-education-training@tag839.org (or find Joie Foster or Candice Stephenson on Discord) with what tasks interest you.

The Details

The Event will be held Saturday, September 23rd at Balboa Park: 6300 Balboa Blvd. Encino, CA 91316, at 11:00 am. Find us at shady Picnic Pavillion #1.

- Please fill out the required survey at <https://bit.ly/p2pbrunch>. This survey will help us organize attendees into craft groups with a good mix of experience levels.
- This event is only open to TAG Members, so no spouses, children, pets, or friends, please!
- Be sure to bring water and sun protection in case the weather is hot. Coffee and pastries will be provided.
- There is a parking lot close to Picnic Pavillion #1, but there are plenty of nearby overflow lots in case the closest one is full. There is also a restroom close to our location. See the map on the opposing page for more information.

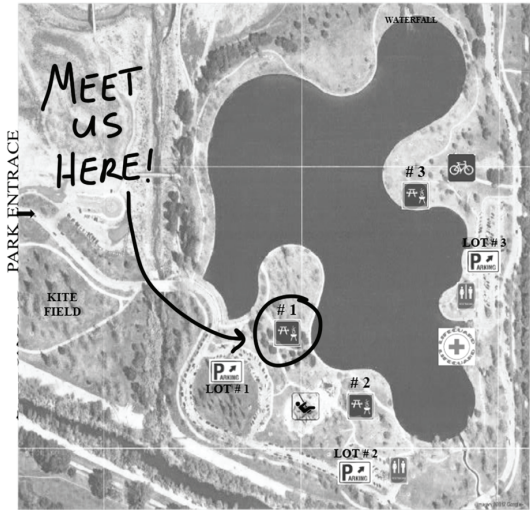
PEER-TO-PEER BRUNCH

SAT, SEPTEMBER 23, 2023 @ 11 AM

6300 BALBOA BLVD. ENCINO, CA 91316
PICNIC PAVILLION #1

JOIN US FOR A
FUN MORNING OF
CURATED CASUAL
NETWORKING
WITH COFFEE AND
PASTRIES!

**TO RSVP, USE THIS LINK
TO TAKE THE SURVEY:
BIT.LY/P2PBRUNCH**



HOSTED BY THE EDUCATION AND TRAINING COMMITTEE



Do you have a contract question or work-place 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>

IN MEMORIAM

Gregory Joackim — 06/07/1970 – 02/04/2023 — Greg Joackim worked as a Writer at Warner Bros. Animation, Paramount Pictures, and Cartoon Network. His credits include *Looney Tunes: Reality Check* and *Looney Tunes: Stranger than Fiction*. He was 52.

Walter Martishius — 05/19/1959 – 03/19/2023 — A Model Designer, Background and Layout Artist, and Art Director, Walter Martishius worked at Walt Disney Pictures, Warner Bros., Paramount Pictures, Wild Canary, and Bento Box. His work on *Dinotopia* earned him an Emmy nomination, and other credits include numerous Barbie movies, *My Little Pony: The Movie*, and *Curious George: Cape Ahoy*.

Filonella “Nellie” Rodriguez Bell — 10/11/1935 – 05/26/2023 — Nellie Rodriguez worked as a cel painter at Filmation, Rich Entertainment, Hanna-Barbera, Walt Disney Pictures, Kroyer Films, and Warner Bros. Animation. Her multi-decade career included movie credits on *The Little Mermaid*, *Teenage Mutant Ninja Turtles*, *Fern Gully: The Last Rainforest*, *The Black Cauldron*, *Jetsons: The Movie*, and in television *Batman: The Animated Series*. She was 87.

Jeff Scott Smith — 09/05/1952 – 07/05/2023 — Jeff Scott Smith worked as a Storyboard Cleanup Artist at Fox Television Animation. His credits include *American Dad!* He was 70.

Randy Fullmer — 04/27/50 – 07/10/23 — Over Randy Fullmer’s long career, his roles included Effects Animator, Visual Effects Supervisor, Artistic Coordinator, and Producer. His early credits include *BraveStarr: The Legend* and *Who Framed Roger Rabbit?*, and he spent nearly two decades at Disney Animation, working on such feature films as *The Lion King* and *The Emperor’s New Groove*, which he produced. He was 73.

You're invited to a webinar:

Getting on Track for Retirement



Retiring in 10 to 20 years? Learn how to estimate whether you're on track—and how to get on track if you need to make adjustments.

DATE	TIME
September 8, 2023	9 a.m., 12 noon, and 3 p.m.
September 11, 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.

Gallery 839 Opening: Thursday, September 7, 2023 from 5 to 8 p.m.



HEROES, VILLAINS, OH MY!

GALLERY 839
THE ANIMATION GUILD M-F 9AM-5PM
1105 N HOLLYWOOD WAY, BURBANK CA 91505
OPENING RECEPTION THUR SEPT.7 5PM-8PM
ARTWORKS ON DISPLAY UNTIL OCT.2

ARTWORKS BY JAMES PEAY

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

UPCOMING EVENTS AT THE ANIMATION GUILD

August

August 29th

TAG Tuesday

Wear your TAG T-shirt!



September

September 4th

Contract Holiday: Labor Day

September 7th, 5 to 8 p.m.

New Show Opening at Gallery 839

Featured Artist: Veronica Valencia

September 26th

TAG Tuesday

Wear your TAG T-shirt!

September 30th, 10 a.m.

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.

October

October 5th, 5 to 8 p.m.

New Show Opening at Gallery 839

Featured Artist: James Peay

October 31st

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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