



This is shaping up to be a busy fall at The Animation Guild. We've got Craft Meetings going and members have been showing up in droves to share their opinions and concerns about workplace issues. Those concerns will be part of the surveys that will be going out to members to gauge interest and set priorities for next year's negotiations. Folks who are getting fired up at those Craft Meetings are encouraged to step up and take part in planning for negotiations. Opportunities to participate include volunteering for the Negotiations Committee, joining a committee, helping at phone and text bank events to keep fellow members up to date, or just completing member surveys and reminding peers to do so, too. And there's much more to be done as we prepare for what is certain to be an even busier 2024.

A Union's main purpose is to bargain collectively for the best deals possible with employers, and members play a huge part in that effort—especially at The Animation Guild. But there's so much more going on behind the scenes to keep the gears turning and to constantly stoke the engine that fuels our Local. As you read on in this issue, you'll learn a bit more about what's

IN THIS ISSUE

The Buzz on TAG	1
From the President: A Message of Solidarity and Hope	4
From the Business Representative	6
Field Rep Corner: Seniority and Protecting Your Contract	8
VFX Goes to Washington	10
MPTF Angel Cards and the TAG Holiday Market	12
LCS Toy Drive and Red Cross Blood Drive at TAG	13
Financial Relief Programs from MPIPHP	14
MPTF & IATSE Day At The Ranch	15
In Memoriam	16
Vanguard Webinar: Timeline to Retirement	17
New 401(k) Contribution Limits for 2024	18
Upcoming Events at The Animation Guild	19

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

PEGBOARD EDITOR Paula Spence	SHOP STEWARDS		
EDITORIAL DIRECTOR Alexandra Drosu	A24 Kris Mukai	DreamWorks TVA Alex Anderson-Kenney	Titmouse/Robin Red Breast Ashley Long (LA) Elianne Melendez (LA)
MANAGING EDITOR Kim Fay	Atomic Emily Oetzell	Marvel Animation Roger Oda	Dan Pinto (NYC) Alex Quintas (LA) Micky Walls (NYC)
PRESIDENT Janette Moreno King	Bento Box Marissa Bernstel (<i>Empire</i>) Teri Hendrich C. (<i>Magnolia</i>) Drew Newman (<i>Empire</i>)	Nickelodeon Colleen McAllister Kyle Neswald Candice Stephenson	20th TV Animation Greg Colton (<i>Family Guy</i>) Joie Foster (<i>American Dad</i>) KC Johnson (<i>The Simpsons</i>)
BUSINESS REPRESENTATIVE Steve Kaplan	Cartoon Network David De Pasquale	Rick & Morty Lauren Clinton Clark Jack Cusumano Elisa Phillips	Walt Disney Animation Brandon Jarratt Carrie Liao Justin Weber
VICE-PRESIDENT Teri Hendrich C.	Disney TVA Madison Bateman Danny Ducker Erica Smith	Solar Opposites Teddy O'Connor	Warner Bros TV Kaitrin Snodgrass
RECORDING SECRETARY Paula Spence			
SERGEANT-AT-ARMS Danny Ducker			
EXECUTIVE BOARD Madison Bateman Marissa Bernstel Brandon Jarratt Carrie Liao Ashley Long Roger Oda Alex Quintas Maighread Scott Erica Smith Candice Stephenson Justin Weber			
TRUSTEES Carrie Liao Ashley Long Roger Oda			

All contents © 2023 by The Animation Guild, IATSE Local 839. All rights reserved. ISSN 1523-9365. Publications of bona fide labor organizations may reprint articles from this newsletter so long as attribution is given.

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.



The Pegboard is printed
on recycled Paper.



happening at the Guild and beyond that makes us stronger and better prepared for negotiations with the studios that have been battling with other entertainment industry Unions this year.

As always, our Business Representative Steve Kaplan is neck deep in negotiations for several different groups that have organized over the last year, as well as finishing up on the last of our single-studio contracts in this negotiations cycle (Nickelodeon). The flood of negotiations is driven by the outreach efforts led by TAG Organizers Ben Speight and Allison Smartt; they're both working beyond the old boundaries of Los Angeles County to cover nearly everyone working in animation within our signatory studios and across the nation. We have two dedicated Field Representatives, Leslie Simmons and Eva Nevarez, who are in daily contact with TAG members, working to solve workplace issues and make sure that the employers are honoring the agreements that they've made with The Animation Guild. TAG's Director of Communications Alexi Drosu, along with Kim Fay at Keyframe and Jackie Huang in Member Programs, are constantly reaching out to inform, educate, enrich, and engage our members. They work together to make sure that we all connect and stay in touch with each other and with the communities around us. And don't forget TAG's amazing support staff at the office—you may not know it, but every day members are calling, emailing, or stopping by to connect with the people who have the answers they need. Our staff will be expanding in order to provide necessary services to our growing membership, which is to be expected now that our Local is operating at a national level. You can keep track of it all by continuing to read *The Pegboard*, *Keyframe*, and emails from The Animation Guild . . . and by coming to our General Membership Meetings, in-person or online.

With all this talk about how busy we are, though, it must be said that many of our members are suffering through a tough period in the animation industry. Employers have been cutting back on production for well over a year for various reasons, and many members are getting layoff notices or have been unemployed for weeks or months. Our President, Jeanette Moreno King, has something to say about that in her monthly message. Please heed her advice to stay unified and strong, and help support others, too. Share the buzz on what's going on at the Guild, and stay informed, engaged, resilient . . . and busy!

FROM THE PRESIDENT JEANETTE MORENO KING



A MESSAGE OF SOLIDARITY AND HOPE

As we approach the holiday season, I want to reach out to you, our incredible animation community, and acknowledge the tough times many of us are facing. It's no secret that some of our members have been out of work for months, and in some cases, more than a year. This situation is not just rough; it's downright scary. It's disheartening to see our talented and dedicated colleagues struggling to make ends meet.

Adding to the pressure of the holiday season is the reality that this time of year is traditionally slow for business decisions. And with the ongoing SAG-AFTRA strike and show cancelations, job postings have been few and far between. The uncertainty surrounding our industry's future and the limited opportunities can certainly weigh on all of us.

I want to share my own experience with you all, as your president. Last year, I worked for eight months and was out of work for the last four months of 2022. This year, I've only managed to secure employment for seven months and, once again, will be going through the holidays without income. Like many of you, I've been tightening my belt, canceling subscriptions, and doing everything possible to cut down on expenses. Opening windows to lower energy costs is just one of the many small sacrifices we make to keep our heads above water. I've faced these challenges before, but I must admit, this time feels particularly tough.

Despite the current hardships we face, I remain steadfastly optimistic for the future of animation. Our beloved industry is not going away; it's just going through a rough patch. We need to endure this downturn and find ways to survive, however challenging it may be.

My teenagers are now applying for seasonal work to help with their expenses. While it's tough for them, I view this experience as character building. I hope that, in the process, they gain a deeper understanding of the struggles we face in the entertainment industry. They see firsthand our Union's ongoing fight for workers' rights and respect for the incredible work we do.

I want to express my gratitude for the unity and resilience displayed by our animation family. We will get through this difficult period together. Let's support each other, keep an eye out for opportunities, and continue to champion our industry. Animation is our passion, and it's here to stay.

Wishing you all a peaceful holiday season and a brighter, more prosperous year ahead.

Warm regards,

Jeanette Moreno King

President

The Animation Guild, IATSE Local 839

jeanette.king@tag839.org

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

FROM THE BUSINESS REPRESENTATIVE STEVE KAPLAN



Greetings TAG members! We are closing out 2023 strong. As our organizing and negotiations continue to succeed, our Local has grown stronger than ever before. Yet studios are attempting to move work away from Los Angeles, further solidifying the importance of a future where all work across the United States is covered by The Animation Guild.

This month we were able to bring the negotiations for the 3D and Compositors at Rough Draft, as well as the production staff at Skybound for the show *Invincible*, closer to completion. We expect to conclude those negotiations very soon. Our negotiations with Nickelodeon continue, and we are still trying to push the company to provide us with meaningful responses to our priority matters. Finally, we are very close to being able to announce our latest success in animation production organizing at a major studio. I hope that by the time this issue of *The Pegboard* is released, we will be able to celebrate those victories. Negotiations for the crew at Powerhouse Animation Studios in Austin, Texas, will begin in early November, and we have reached out to set negotiation dates for the crew at Gladius in Puerto Rico.

The animation industry continues to present challenges to Los Angeles members as the companies have boldly announced their plans to move work traditionally covered under our agreement outside the state, and even outside the country. This cyclical search for ways to offset animation budgets has been repeated a few times in the life of the Guild—and has always ended up with the work returning locally to satisfy the quality and speed needed to deliver shows to networks and streamers. Still, this move highlights an important need that the live-action productions have pursued over the years; the use of tax incentives to offset overall production costs. With animation feature work now beginning to move out of state, it is time we start to push for animation incentives in California.

Our Craft Meetings started and have drawn lively and informative conversations. These discussions are incredibly important and supplement the hard work our craft committees undertake regularly. These meetings are an opportunity for all TAG members to express their thoughts and concerns about their crafts, serving as the first step in our preparations for our next negotiations with the AMPPT. Right now, it is hard to predict when those negotiations will begin. Our 2021-2024 agreement will expire on July 31, 2024. It is my hope that we will have negotiated a successor agreement before that day and can smoothly transition into a new agreement. In order for that to happen, the employers will have to meaningfully address a number of issues that have been raised, and that will continue to be identified through our Craft Meetings and in discussions with the Negotiations Committee. The Craft Meetings will conclude towards the end of November, and I plan to form the Negotiations Committee in early December.

Please watch our social media channels and your inboxes for news and announcements of our upcoming Craft Meetings and member events. As always, increased member participation and engagement will result in maximum results in our organizing and negotiations. Please consider volunteering for TAG ME, to become a Shop Steward or Show Captain, to organize a member rally or event at your studio, or even to volunteer your time to attend membership meetings to hear reports from our committees and leadership.

In Solidarity,

Steve Kaplan

Business Representative

The Animation Guild, IATSE Local 839

steve.kaplan@tag839.org

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/>.



SENIORITY AND PROTECTING YOUR CONTRACT

By **Eva Nevarez**
TAG Field Representative

Seniority is a cornerstone of most union contracts. Having a seniority clause bargained into an agreement provides protections for those with time invested on the job.

Seniority is generally defined as an advantage based on length of service. It's important to note that in industries where work is generally by-project, such as ours, seniority is decided by job, and not studio-wide.

Article 12: SENIORITY of the Master Agreement was negotiated into your contract to provide a way to manage layoff and recall. Let's review the provision and discuss the importance of protecting your rights under the Agreement.

Seniority begins on the day you start the job and continues for the time you are on the project—and you guessed it: seniority ends when you leave the job. Article 12 outlines the gray area of when seniority could end, such as after 12 months following a layoff or a health-related absence. Your bargained-for seniority clause is basically a first in, last out provision. With respect to recall, the most senior person in a department is normally the first invited to return.

The Producer may take merit and ability into account when making decisions surrounding layoffs and recalls. These considerations may be taken outside of seniority if the project has a special need for someone with specific abilities. However, if you find yourself being affected by this application, please be sure to reach out to Guild representatives. We must ensure any action taken under this provision is properly applied and not discriminatory.

You may be surprised to know that not every Union contract includes a seniority clause. We cannot take these sorts of protections for granted.

On occasion, I hear members sharing that studios blame the Union on why they make certain decisions by saying, “The union won’t allow us to (fill in the blank)” or “Union rules say that we can’t (fill in the blank)”. In many cases—if not most—this is just wrong. Whether the misinformation is being spread by a studio employee who doesn’t understand our CBAs, or the studio has an undisclosed policy of creating confusion on a certain matter, it behooves us to pay attention to our contracts and make sure our members know their rights.

Collectively bargained agreements are just that—agreements between two parties. In our case, we make agreements between employers and the Union. While, in my humble opinion, the workplaces may be better off if the Union simply imposed rules on employers, this simply is not the case. Both parties must sign off on the final written contract.

As we gear up to negotiate the next Master Agreement, I urge you to participate by attending Craft Meetings, voicing your opinions, and sharing experiences. Building the strongest Guild and negotiating the most sound agreements possible requires members to take on an active role in order to ensure that these agreements reflect the ever-evolving animation workplace—of which you are the on-the-ground experts.

As with most provisions in your contract, seniority can be complex. If you find yourself in a situation involving seniority, please reach out to your Field Representative team for any contract questions you may have. Here are two ways to reach us: fill out the Member Contract Questions Form <https://tinyurl.com/MemberHelpForm> or email us at FieldRep@tag839.org.



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>

VFX GOES TO WASHINGTON

Last month IATSE Political/Legislative Director Tyler McIntosh, IATSE International Representative Mark Patch, and Marvel Studios Assistant VFX Coordinator Anna George met with the Congressional Labor Congress in Washington, D.C. The official caucus of the U.S. House of Representatives, the Labor Congress’ work includes advancing the needs of the labor movement.

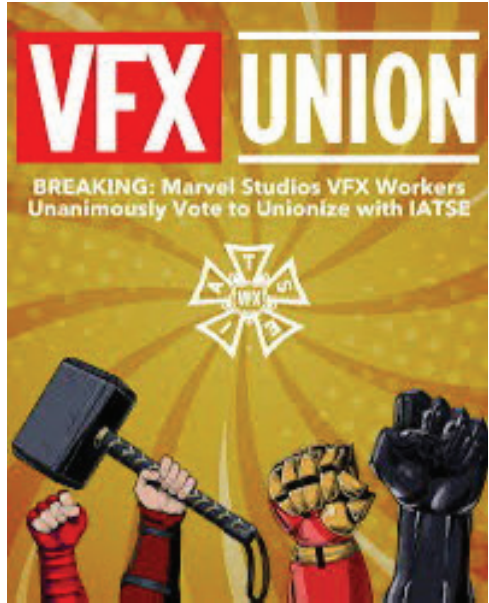
Among the items addressed at this meeting, George and Patch spoke to legislators about “the principle that VFX workers, much like every other worker in the entertainment industry, deserve protection, representation, and equitable compensation including healthcare and retirement benefits,” according to McIntosh. “Their insights underscored the growing demand and absolute necessity for unionization in the VFX sector.”

This meeting also included the recent VFX organizing successes at Marvel Studios and Walt Disney Pictures that TAG has been instrumental in supporting. “The historic victories by VFX crews at Marvel and Disney show that the movement to expand power to previously unrepresented sectors of the entertainment industry is expanding at unprecedented pace,” says TAG Organizer Ben Speight. “That growth is directly linked



to the strategic decisions of the IA and TAG leadership to increase resources and support for organizing in the overlapping sectors of animation, VFX, and games.”

Speight adds that TAG’s strategic organizing vision not only inspired the VFX campaigns in the U.S., but it has also sparked mass organizing in VFX, animation, and games led by our IA kin in Canada. “Courageous is indeed contagious,” Speight says. “So too is victory.”



You can read IATSE’s full press release about the VFX meeting in D.C. [on the IATSE website](#).

Learn more about organizing across the VFX industry [here](#).

People of Color Committee

We are a support network for People of Color
within The Animation Guild

Email pocc@tag839.org

(This is a closed group for people of color only)

MPTF ANGEL CARDS

Brighten someone's holiday! The Animation Guild is seeking volunteers to draw holiday cards for MPTF senior members. If interested, please sign up to receive additional information. All cards due Dec 5th.

<https://tinyurl.com/tag-holidaycards23>



HOLIDAY MARKET

Join us on Dec. 7th, 6-9 pm
@ The Animation Guild

1105 N. Hollywood Way
Burbank, CA

Shop for art, jewelry, clothing & other unique items hand-crafted by talented TAG members!

Support the labor community in Los Angeles: Drop off new, unwrapped toys at The Animation Guild Monday through Friday (9 a.m. to 5 p.m.) between November 1st and December 13th for the Labor Community Services Toy Drive.



American Red Cross



**Shake Up Your
Holiday Tradition**
Give Blood

Red Cross Blood Drive at The Animation Guild
Monday, Dec 4, 2023 from 9 a.m. to 3 p.m.

To register, visit <https://www.redcrossblood.org/give.html>
and enter sponsor code **animation**



FINANCIAL RELIEF PROGRAMS FROM MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS (MPI)

In response to the work stoppages due to the WGA and SAG-AFTRA strikes, the MPI is offering the following financial relief programs.

No-Cost Cobra Health Coverage Relief

If you are currently enrolled in MPI's Active Health Plan and your MPI health coverage expires due to not working during the strikes, you will be granted up to six months of no-cost COBRA coverage when a minimum number of worked and banked hours have been attained at the end of the [*eligible Qualifying Period*](#). No-cost means that COBRA premiums will be waived during the applicable Benefit Period. However, payment of your regular premiums for your MPI Active Health Plan coverage will still be required.

Participants who are eligible for this benefit (some exclusions apply) will be contacted by mail by MPI approximately 30 days before their health coverage through MPI is set to expire.

Individual Account Plan Hardship Withdrawal

Eligible Participants who are vested in the Motion Picture Industry Individual Account Plan (IAP) as of the year ending December 2022 will be able to apply for a one-time special early withdrawal of up to 20% of their 2022 IAP account balance. This amount is not to exceed a maximum dollar limit of \$20,000. This is a one-time hardship withdrawal provision. Applications must be submitted by December 31, 2023.

More details about IAP Hardship Withdrawal relief can be found [*here*](#).

The IAP Hardship Withdrawal application form can be found on the MPI website under Strike Relief: [*https://www.mpiphp.org/home*](https://www.mpiphp.org/home)



MPTF & IATSE PRESENT

DAY AT THE RANCH

FAMILY PICNIC AT CALAMIGOS RANCH

MPTF IATSE



Sunday, November 12, 2023

Calamigos Ranch

11:00am - 3:00pm • Lunch from 12:00pm - 2:00pm

Join us for a spectacular Day at the Ranch and together we'll celebrate unity with our entertainment family!

[MPTF.com/DayAtTheRanch](https://mptf.com/DayAtTheRanch)
for tickets and sponsorship information



Scan Here

Presenting Sponsors



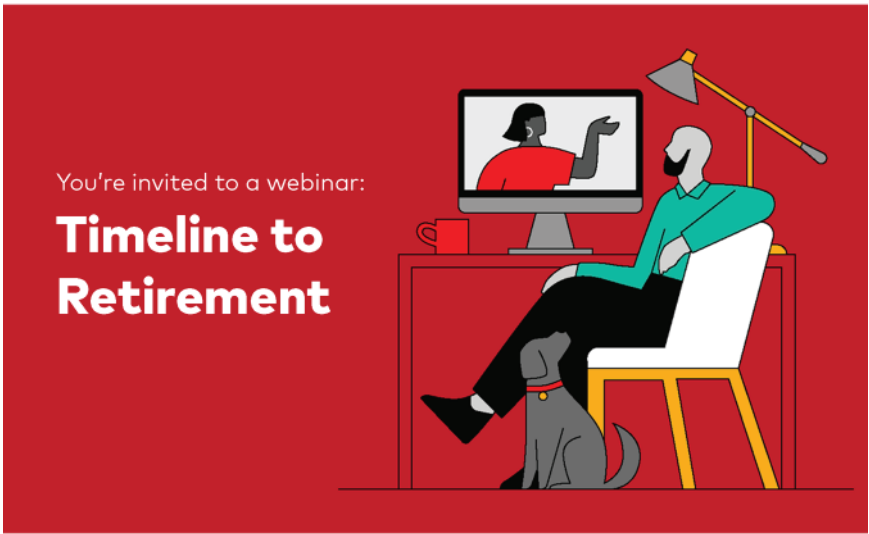
Contact events@mptf.com
with any questions or for more information

IN MEMORIAM

Istvan Majoros — 03/26/1951 – 09/27/2023 — Istvan Majoros worked as a Layout Artist and Character Designer at Filmation, Bakshi Productions, Universal Cartoon Studios, Warner Bros., Film Roman, and Fox Animation. His film credits include *BraveStarr: The Legend*, *FernGully: The Last Rainforest*, and *The Simpsons Take the Bowl*. In television he worked on *Tiny Toon Adventures*, *Futurama*, and *The Simpsons*. He was 72.

John “Rich” Chidlaw — 02/23/1951 – 10/03/2023 — Storyboard Artist Rich Chidlaw spent his career at numerous studios including Hanna-Barbera, Disney TV, Hyperion, Warner Bros., Nickelodeon, and Film Roman. His TV credits range from *He-Man and the Masters of the Universe* to *SpongeBob SquarePants*. Among his film work are *DuckTales the Movie: Treasure of the Lost Lamp* and numerous videos including *Belle’s Magical World* and *Tom and Jerry Blast Off to Mars!* He was 72.





Retiring in 3 to 15 years? Let's review key benefits and decision points from ages 55 to 73.

DATE	TIME
December 1, 2023	9 a.m., 12 noon, and 3 p.m.
December 4, 2023	2 p.m., 5 p.m., and 8 p.m.

All times shown are Eastern time.



Register now

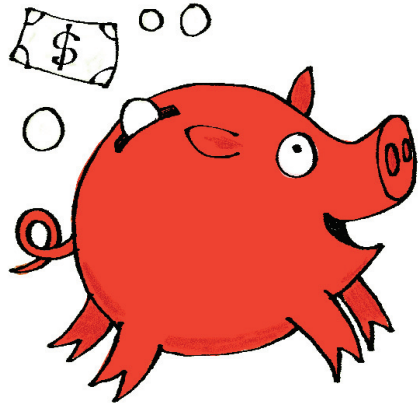
Scan this code or register at webinars.on24.com/Vanguard_IIG/VES2023.

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.

NEW 401(k) CONTRIBUTION LIMITS FOR 2024

On November 1, 2023, the Internal Revenue Service issued cost of living adjustments to the dollar limitations for 401(k) and 403(b) plans. For 2024, there were several noteworthy increases to limits:

- Those 49 and under can contribute up to \$23,000 for the calendar year, an increase of \$500
- The catch-up contribution limit remains \$7,500 for those 50 and older
- Those 50 and older (at any time during 2024) can contribute \$30,500 for the year (the deferral limit plus the catch-up)
- The Annual Defined Contribution Limit is \$69,000, an increase of \$3,000



The end of the year is a great time to look at your financial plan and consider your future. If you don't yet participate in TAG's 401(k) Plan, sign up to start! And if you do, think about increasing your contribution level in 2024 to maximize your savings for a comfortable retirement.

401(k) and 403(b) Plan Limits for Plan Year

	2024	2023	2022	2021	2020	2019	2018
Elective Deferrals	\$23,000	\$22,500	\$20,500	\$19,500	\$19,500	\$19,000	\$18,500
Catch-Up Contribution Limit	\$7,500	\$7,500	\$6,500	\$6,500	\$6,500	\$6,000	\$6,000
Annual Defined Contribution Limit	\$69,000	\$66,000	\$61,000	\$58,000	\$57,000	\$56,000	\$55,000
Annual Compensation Limit	\$345,000	\$330,000	\$305,000	\$290,000	\$285,000	\$280,000	\$275,000
Highly Compensated Employees	\$155,000	\$150,000	\$135,000	\$130,000	\$130,000	\$125,000	\$120,000

UPCOMING EVENTS AT THE ANIMATION GUILD

November

November 14th
Craft Meeting: Storyboard/Revision

November 15th
Craft Meeting: CG and TDs (Feature Animation)

November 23rd and 24th
Contract Holidays: Thanksgiving and the Day After
Wear your TAG T-shirt!

November 28th
TAG Tuesday
Wear your TAG T-shirt!

November 28th, 6:30 p.m.
General Membership Meeting
In-person at Hulett Hall, or register ahead of time to receive a meeting link for remote attendance. Visit animationguild.org/GMMNov23 to RSVP.

November 29th
Craft Meeting: Timing/Animation Directors

December

December 7th
5th Annual TAG Holiday Market and Post-It Note Show
In-person at Hulett Hall and Gallery 839, 6 to 9 p.m.

December 25th
Contract Holiday: Christmas Day

October 26th
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



NONPROFIT ORG.
U. S. POSTAGE PAID
VAN NUYS, CA
PERMIT 25

11/2023