

Pegboard

ANIMATION GUILD AND AFFILIATED ELECTRONIC AND GRAPHIC ARTS
Los Angeles, California, April 2015

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CHANGES TO THE ANIMATION GUILD CONSTITUTION AND BY-LAWS

A proposal for changes to The Animation Guild's Constitution and By-Laws has been submitted to the Executive Board. The changes incorporate a new ascension procedure to the presidency should the sitting President no longer be able to serve, a clarification and explanation of a By-Election process has been added to Article Seven, Section Nine, clarification of the rules pertaining to what Guild materials the Business Representative may take from the office, and some overall housekeeping-type corrections that include fixing spelling errors, removing gender assignments where applicable and correcting syntax to better clarify specific articles. Per Article Fifteen, the Executive Board reviewed the proposed changes and recommended these changes be brought to the membership for review and a vote.

A vote to approve the adjustments to the Constitution and By-Laws will be taken at the General Membership Meeting on the evening of May 26. President Thomas will call for a review of the proposals and a discussion on the matter before the vote is taken. All active members in good standing with the local will be called on to vote.

Should two-thirds of the active members in good standing present at the meeting vote in favor of the changes, the changes will be approved by the membership and then submitted to IATSE President Loeb for review and approval. Once approved by President Loeb, the new Constitution will be printed and sent to all active members of the Guild. A digital copy will also be made available on the Guild website (<http://animationguild.org/about-the-guild/>)

All active members in good standing are encouraged to make an effort to attend the meeting so that comments can be heard and votes counted. Copies of the proposed changes will be available at the meeting, as well as made available through the Guild's website. The link for the document outlining the changes will be shared through email as well as linked on same page that has the current constitution (<http://animationguild.org/about-the-guild/>).

Questions and concerns can be directed to the Guild Office: (818) 845-7500.

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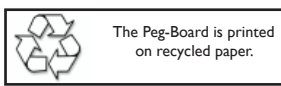
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PEG-BOARD SUBSCRIPTION POLICY: Active members automatically receive *The Peg-Board* free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration date on the mailing label. The subscription rate for suspended members and non-members is \$10.00 per year (\$15.00 foreign, check in U. S. funds), checks made out to the Animation Guild and sent to 1105 N. Hollywood Way, Burbank, CA 91505-2528, U.S.A.
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SHOP

MY CART



BASEBALL CAP



CERAMIC MUG



HOODED SWEATSHIRT

ANIMATION GUILD ONLINE STORE IS OPEN!

<http://animationguild.org/shop/>

The Animation Guild officially opened the Online Store last month. The store offers a small selection of items bearing the Guild logo available for purchase **at cost*** on the Guild's website. You can purchase items using your credit card and have them shipped via USPS or UPS, or you can choose to pick up your items at the Guild office.

Items scheduled for "Local Pickup" at the Guild office are not subject to shipping charges but are subject to the limited stock kept at the office. Local Pickup orders pickup may be delayed if we must arrange to have your items sent here. All Local Pickup orders **MUST** be placed through the online store. The Animation Guild staff cannot place orders for you.

We strive to keep all items in our store union made and made in the USA and are constantly engaging our fulfillment vendor for new and interesting products to include. If you have any suggestions on what you would like included, please contact Steve Kaplan (skaplan@animationguild.org) to share your suggestions.

** While we do not mark up the cost of the items sold on the store for profit, there is a mark up for orders using UPS and USPS shipping to accommodate the charges incurred by the fulfillment vendor, and all orders are marked up the credit card transaction fees.*

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Save Your Paystubs!!

Your paycheck stubs can serve as proof of employment for CSATTF when getting approved for reimbursement as well as provide records of your 401k deposits.

Keep your paystubs in a safe place for as long as you can!



PROGRESS

The number of women now working in our sector (ie. the Unionized one) of the Animation business in Los Angeles has slowly, but steadily grown.

Last week an L.A. Times reporter called me to ask how many women were today working in animation. I said that the best information I had was from 2012, when the overall percentage of females to males was 17% / 83% according to older TAG hiring records.

The reporter's questions got me digging around old blog posts on the subject, if only to see what the older data looked like. I soon found out that in 2007 the overall percentage of women-to-men was similar to 2012, with a more specific breakdown as follows:

Employment Percentages (2007)

Directors and producers: 13.9% women (median age 45)

Writers: 10.3% women (median age 42)

Storyboard: 14.1% women (median age 40)

Development Artists (pre-production): 17.0% women (median age 42)

2-D Artists: (animation and b.g.): 35% women (median age 42)

Tech Directors: 16% women (median age 37)

Checkers: 51.5% women* (median age 46)

The reporter told me that in 2015, 70% of the Cal Arts animation department trends female. (This was news to me; when I called Cal Arts on the subject in 2012, the male to female ratio was 50%/50%.)

So. What is the level of employment for women in 2015?



See us on Facebook ...

<https://www.facebook.com/animationguild>

Twitter ...

<https://twitter.com/AnimGuild>

and the TAG Blog ...

<http://animationguildblog.blogspot.com/>



Out of a total of 3190 artists, writers, and technicians employed under a TAG contract, 658 are female, while 2,532 are male. This breaks down to:

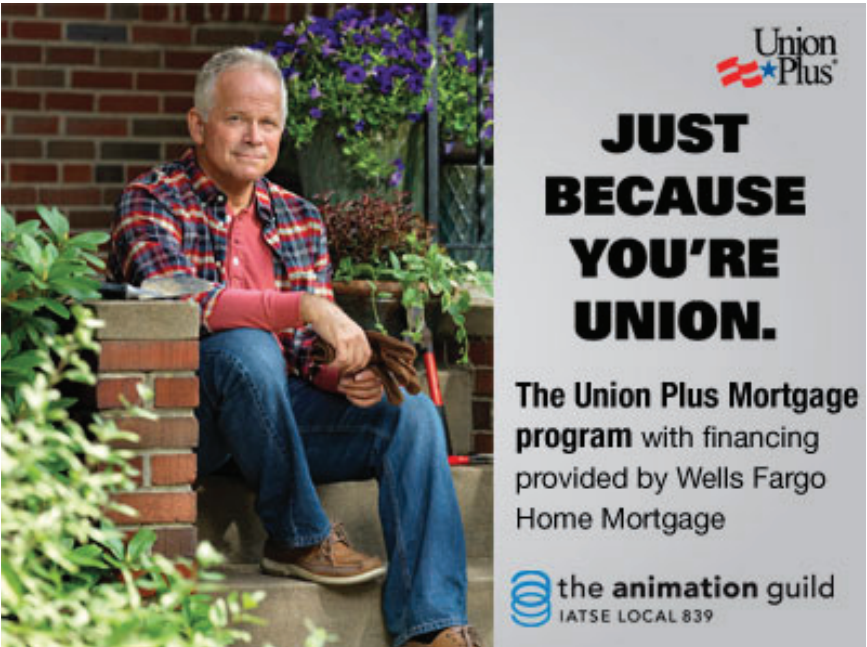
20.63% -- female employment

79.37% -- male employment



Which means that more women are employed in the cartoon business than at any time since ink-and-paint departments (always predominantly female) packed up and went overseas. And with the numbers of women now training in animation departments at universities, colleges and art schools, this rising tide looks as though it will keep moving up for some time to come.

** Checking has historically been a female-dominated sector in animation.*

- Steve Hulett



The image shows a man with grey hair, wearing a red and blue plaid shirt over a red t-shirt, blue jeans, and brown shoes. He is sitting on a brick wall, holding a pair of brown work gloves. To his right is a grey rectangular graphic with the following text and logos:


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IATSE LOCAL 839

CSATTF LOCAL PROVIDED TRAINING ENROLLMENT STEPS

There has been an enormous response to the new Local Provided Training program that was launched this year. As the registration process wasn't made clear and the response so great, the program classes have had to be rescheduled to meet the growing demand. For clarification, below are the steps to register for the classes held through this program.

STEP – 1: RESERVE YOUR SEAT

To reserve your seat send an email to registration@eido-ed.com - with your Name; email, Phone, Union Affiliation, and if you think you are CSATTF eligible or not. Include the name of the class for which you are reserving a seat in the subject line of the email. Send a separate email for each class you wish to take.

This will **CONDITIONALLY RESERVE** your seat. In order for the class to be held, a minimum number of members who meet the CSATTF 30 Day requirement must be scheduled and attend the class.

STEP – 2: DETERMINE CSATTF STATUS and APPROVAL (or not)

This years CSATTF Local Provided require a small number of seats per class to be reserved for members who meet the 30 Day requirement. Those seats **MUST BE FILLED** in order for the class to be held. This is what allows the class offerings to be free. Should there not be a sufficient number of members registered who meet the requirement, the class will be canceled or rescheduled. Class registrations are given in the order they are received with priority to CSATTF eligible members to fill the required seats.

If you believe you meet the 30 Day requirement:

Download the appropriate Local Provided application form from <http://animationguild.org/about-the-guild/grant-classes/local-provided/>. It is very important you fill in the correct form and indicate the correct class names and numbers on page 1 of your application. Fill out a separate form for each class you want to take.

Provide verification of employment as instructed on the forms. Any questions regarding how to provide the verification should be directed to Steve Kaplan.

Send your application and supporting documentation to Kimberly Cruz at CSATTF by email to KCruz@csatf.org, or by fax to 818.847.0048 attention Kimberly Cruz, or via US Mail to CSATTF Attn: Skills Training, 2800 Winona Avenue, Burbank, CA 91504

If you believe you do not meet the 30 Day requirement, or you do not know if you meet the 30 Day requirement: Indicate that in your registration email to Eido. Eido will verify with Steve Kaplan to confirm.

STEP – 3: COMPLETE ENROLLMENT

EIDO will notify you of your class status after we receive notification, either eligible or not, from CSATTF. You will either be assigned a spot in class or on the waitlist or not, dependent upon your CSATTF eligibility and the number of seats available.

More communication will follow regarding location and class requirements. As the class date approaches, you will be sent an email that will ask you to confirm your intent to attend the classes. You **MUST REPLY** to that email to guarantee your seat in the class.

WHO IS EIDO

EIDO is a company founded by Casey Bernay and Pam Hogarth to create and administer training opportunities for individuals in the entertainment industry. Both Casey and Pam have long histories in different aspects of training and entertainment.

The Local Provided classes are held at various locations in conjunction with Training Partners. This years partners are Microdesk and The Los Angeles Academy of Figurative Arts. You will be notified in which location your class will be held, parking availability, food or snacks provided, and other class specific information.

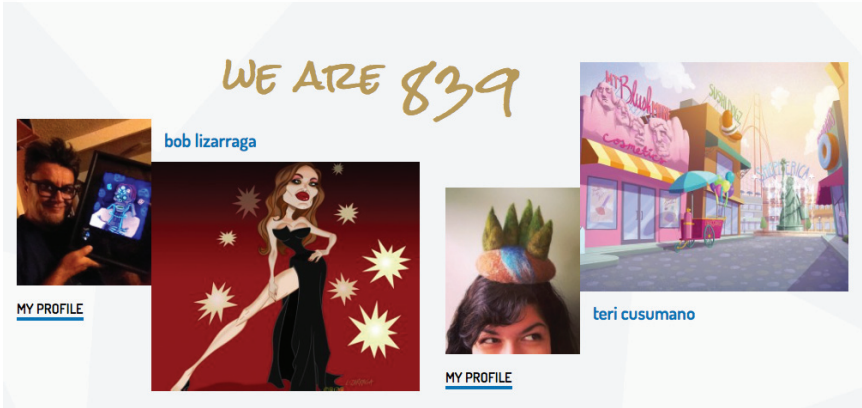
Questions or concerns:

General Questions – Steve Kaplan: skaplan@animationguild.org

CSATTF: Kimberly Cruz: KCruz@CSATF.org

Eido: Casey: CBernay@eido-ed.com, or Pam: PHogarth@eido-ed.com

Course Enrollment: Registration@eido-ed.com



HAVE YOU CREATED YOUR MEMBER PROFILE?

The membership profiles were created to highlight the artistic superlatives of our members and show that, together, the members **are** the Guild.

Member Profiles are open to all members regardless of your current membership status. In the profile, members are encouraged to add examples of their artwork, list the job categories that pertain to your skills and add links to email addresses, social media profiles, websites, blogs and demo reels. Finally, you can indicate if you're available for work or freelance, or if not, indicate a day that you will be. These profiles are searchable by potential employers and therefore could help you find work!

Go to <http://animationguild.org/member-application/>, fill out the form and submit it for review. Once your membership has been confirmed, you will be able to log back in and add all of your pertinent information and even opt-in to be included in the highlighted profiles on the homepage of our site!

Attention Golfers!



The annual Animation Invitational Golf Tournament is scheduled for Saturday, June 13, 2015. Everyone involved with the Animation Business including friends and family is invited to join the event. This year's Tournament will be held at Soule Park Golf Course in beautiful Ojai. Following the tournament is a Buffet Lunch. For more information, including fees and registration forms, please contact Lyn Mantta at lyn@animationguild.org or (818)845-7500.

Prizes are given for both Members of the Animation Community and for Guests. Members can play either with an established handicap or without. Prizes are given for both categories.

A studio team has not won the special "Team Trophy" for a couple of years. A studio team is 4 golfers that all work at the same studio, but do not need to play in the same 4-some. Winning the "Team Trophy" means that the trophy resides in the studio for the year, and the studio gets "bragging rights!" Get your co-workers together and come out and represent your studio.

Remaining Contract Holidays in 2015

Memorial Day (May 25)
Independence Day (July 3)
- *Observed on the 3rd*
Labor Day (September 7)
Thanksgiving and the day after (November 26 and 27)
Christmas (December 25)

Your studio may schedule other days off. Contact your supervisor or human resources department for details.



This Month in History

by Tom Sito

April 1, 1944 - Tex Avery's *Screwball Squirrel* premieres.

April 1, 1976 - Two college dropouts, Steve Wozniak and Steve Jobs start a computer company named Apple.

April 1, 1996 - Animation World Network, Toontown's virtual trade magazine, starts up.

April 2 1943 - Disney short *Private Pluto*, the first Chip & Dale cartoon, premieres.

April 2, 1994 -Disney chief executive Frank Wells is killed in a helicopter crash on a skiing trip. It's speculated that blowing snow off some high peaks caused an ice ball to be sucked into the copter's air intake manifold. The death of the Disney CEO sets in motion the events that would lead to Jeffrey Katzenberg forming DreamWorks and Michael Eisner's eventual fall.

April 2, 2004 - *Home on the Range* premieres.

April 6, 1906 - Cartoonist James Stuart Blackton creates a sensation when Thomas Edison films him doing sequential drawings and they seemed to come alive in a movie called *The Humorous Phases of Funny Faces*. His animated antics paves the way for Mickey, Bugs, Bart, Gollum and Laura Croft.

April 6, 1951 - Happy Birthday AstroBoy! According to the 1951 comic book by Osamu Tezuka, today Professor Elephant completed the little robot boy with the suction cup feet and pointed hairdo. Originally called Tetsuwan Atomo, he was named Astro Boy when Mushi Prod. released the animated version in the US in 1961.

April 9, 1991 - *Darkwing Duck* premieres.

April 10, 1973 - At Xerox PARC, Dick Schoups team of scientists create Superpaint, the first digital paint and surfacing system for CG images. The first picture on the computer was a photo of Dick holding a sign that read "It works, sort of."

April 10, 1992 - Bill Kroyer's *Ferngully the Last Rainforest* premieres.

April 11, 1914 - Famed NFB animator and first president of ASIFA, Norman McClaren is born. http://en.wikipedia.org/wiki/Norman_McLaren

April 11, 1983 - The Academy Award winner for Best Animated Short was Polish artist Zybigniew Rybcyzinski for his film *Tango*. During the ceremony he stepped outside for a smoke. When Security guards refused to let him re-enter he became combative, shouting the only English he knew: "I Have Oscar!". He wound up in jail for assault and his Oscar wound up in the bushes.

April 17, 1937 - *Porky's Duck Hunt* premieres featuring the birth of Daffy Duck. Legend states voice actor Mel Blanc designed Daffy's distinctive lisp to be an impression of the Looney Tunes boss Leon Schlesinger. When they screened this cartoon all the artists stood in dread of how Leon would take the joke. Leon never made the connection that the Ducks voice was him. "Gee Fellers, dat Duck iz pretty Fffunny!"

April 12, 1911 - Cartoonist Winsor McCay opens his vaudeville act with his *Little Nemo* animated short.

April 16, 1973 - John McCarthy of MIT creates the computer language LISP. It was the basis to use the advanced CG software Symbolics.

April 22, 1972 - Magnavox announces the Magnavox Odyssey. Created by Ralph Baer in his spare time, it was the first home videogame console.

April 23, 1896 - The first projection of Thomas Edison's kinetoscope film by means of Thomas Armat's Vitascope at Koster & Bial's Music Hall on 28th street and Broadway in New York City. Edison was nagged into this by his engineer W.K.L. Dickson. Edison thought projecting movies like the Lumiere Brothers were doing in Europe would never catch on, and the future of film was nickelodeon machines.

April 23, 2005 - The first You-Tube video is uploaded- *Me At the Zoo*.

April Birthdays: Eddie Murphy, Irv Spence, Eadweard Muybridge, Hicks Lokey, Glen Keane, Steve Martin, Leonardo DaVinci, Lou Romano, Charlie Chaplin, Bob Kurtz, Shakespeare, Michael Sporn, Eyvind Earle, John Halas, Victor Haboush, Bill Plympton



QUESTION FROM THE FIELD: WHAT ARE THOSE BILL FORMS AND WHY DO WE USE THEM?

This question was posed to me on a visit to one of the studios. The member not only asked for clarification on how we print our billing statements, but specifically asked if this could be answered in the Pegboard.

The Question: “I gotta know, Steve, why do we get statements in those weird envelopes that use carbon paper, and look like they’re printed on an old dot matrix printer?”

The Short Answer: Because they’re printed on a dot matrix printer and are constructed so we only have to print and send them to you.

The Long Answer: The Animation Guild has utilized the Union Accounting System database for close to thirty years. This system uses older printing technology and was written for us to be able to print our quarterly bills directly to a large-format dot matrix printer using the bill forms pictured above. These forms are much like old-style dot matrix printer paper, in that they are attached inline for continuous feed and fed through the printer using tractor feed strips mounted at the edges of the paper.

These forms were constructed to allow us to complete the invoice printing runs without having to print multiple sheets per member (statement form and envelope) and then stuff the statement into the envelope, seal the envelope and then send to the post office. These forms are special ordered through our printer who uses an outside vendor to construct the forms to our specifications.

When it is time for quarterly dues statements to be mailed out, the dues run is processed and sent to the dot matrix printer. All member dues statements (over three thousand) are printed, separated from each other and then taken to the Bulk Mail Unit of the Van Nuys post office for mailing.

We have acknowledged that our database is antiquated and replacing it has become a top priority with the office staff and Executive Board. However, doing so is not an easy task. We have approximately thirty years of data stored in the database that we absolutely cannot abandon. Finding a database and vendor that provides us the benefits of modern technology and can migrate our existing data to the new system in-tact with no loss whatsoever is a task that has begun, but we expect to take some time to complete.

We have started conversations with database vendors and other IATSE Locals who have gone through this process and are working towards a solution that sees us upgraded with the least amount of data loss and operational adjustment as possible. In the near future, you may see new bill forms in the mail as well as the ability to pay your dues and fees online through our website once you've created a member profile.

This is one of the many changes we've undertaken in the office to ensure the Guild's operations are strong, flexible and can answer the growing number of animation studios and artists working under the terms of our agreements.

- Steve Kaplan

Suggest Articles for The Pegboard!

Do you have something you'd like to see in our publication? Send your ideas or requests to pegboard@animationguild.org, or ask Steve Hulett or Steve Kaplan the next time you see them at the studio.

Gallery 839 May 2015 Show

KAT & EUGENE'S EXHIBITION



OPENING RECEPTION
FRIDAY MAY 1ST 2015
6 TO 9 PM

THE ANIMATION GUILD
1105 NORTH HOLLYWOOD WAY
BURBANK CA 91505

<http://animationguild.org/gallery839/>

ART AUCTION

hosted by



Please Join

Pen Ward ♦ Pete Browngardt ♦ Tom Warburton
Maxwell Adams ♦ Valerio Ventura ♦ Eric Robles
Randy Myers ♦ Clay Morrow ♦ David Shannon
Dave Woodman ♦ Jill Petrilak and many more ...

By donating a piece of original art to support FSA's Art Therapy Studio



Original Art FSA Client Age 6

Windows to inner worlds ...

The Art happening in FSA's Art Therapy Studio provides traumatically injured children oftentimes their only opportunity to safely explore their most difficult of life experiences, build hope, and dare to dream once again.

Art is Healing
at
Family Service Agency of Burbank
A 501(C)(3) Organization # 95-6118623



Please submit art by May 15th

For information call 818.845.7671

Or email:

Marsha Ramos: marsharamos@aol.com

Zita Lefebvre: zal128@yahoo.com

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