

EXECUTIVE BOARD MEETING

January 6, 2004

CALL TO ORDER

President Koch called the meeting to order at 6:32 pm. All Executive Board members were present except Mark Farquhar.

MINUTES

Jeff Massie read the minutes of the December 2, 2003 Executive Board meeting. Stephan Zupkas and Jeff Massie suggested amendments to the minutes. Jan Browning made a motion, seconded by Pres Romanillos, that

the minutes of the December 2, 2003 meeting be accepted as amended.

The motion *passed*.

BUSINESS REPRESENTATIVE'S REPORT

Grievances and Studio Issues:

Disney technological change grievance: Disney lawyer Jonathan Turner requested and got permission from the arbitrator to submit rebuttal briefs which are due January 31. This will probably push the arbitrator's decision to late February at the earliest.

Business Representative Steve Hulett said he and Libicki felt the Guild had presented a strong case. President Koch related Libicki's speculation that the arbitrator's decision to grant Disney's request might be a hint that she is leaning in our direction but wants to show she was fair to both sides.

The Board discussed how best to inform members of the status of the grievance. Stephan Zupkas advocated an article in the *Peg-Board*, but Steve Hulett pointed out the Editorial Board's policy of not discussing active grievances in the newsletter so as not to prejudice arbitrators or provoke management.

Disney hire withdrawal: The Guild has requested Step Three meeting dates for a grievance regarding a clean-up artist who was hired by Disney TV for their *Three Musketeers* project, and whose hire approval was withdrawn before she started.

TSL contract: The IA rejected Disney's request to extend the TSL contract to the end of February, but agreed to extend to the end of January with the proviso that further extensions would not be allowed.

IA rep Joe Aredas stressed to Hulett that he only wanted TSL employees on the negotiating committee. At the IA's request, Disney sent them a list of TSL employees.

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Fox; “Family Guy”: There are recurring rumors that Fox may be reviving the *Family Guy* series, but we have been unable to confirm anything through Fox management. Hulett spoke with Debby Hindman (of Cartoon Network, formerly of *Family Guy*), who had heard that Fox was pitching the show but that it had not yet been greenlit.

Dismissal pay: We may have to grieve Warner Bros. for non-payment of dismissal pay to employees laid off from the *Looney Tunes: Back In Action* feature. Complicating the situation is the fact that Warners has fallen behind in filing status slips for layoffs.

Jeff Massie explained that to resolve status slip grievances, the Guild would generate a list of WB employees, and the company would have to produce status slips for all discrepancies.

Organizing: The employees of Neopets, a Glendale-based game company, have submitted rep cards for a little over 50% of their staff. Steve Hulett met with the group and will attempt to negotiate directly with the studio, but will file with the NLRB if necessary.

Bronwen Barry reported that this company has a reputation for late payment and spec hiring.

401(k) Plan: The Trustees and the staff are waiting for an IRS response to the submitted revisions to the 401(k) Plan loan procedures.

Karen Nugent made a motion, seconded by Cathy Jones, that

the Business Representative’s Report be accepted.

The motion *passed*.

OLD BUSINESS

Holiday party recap: The sense of the Board was that the December 12 holiday party was the most successful we have ever held. Jeff Massie congratulated Karen Nugent and Karan Storr for inviting Roy Disney; he reported that a short Quicktime video of Disney’s speech is posted on the Guild website.

The Board discussed the following suggestions and improvements:

- More volunteers are needed, especially for the later hours of the party.
- Jeff Massie thought the gift table should have been directly adjacent to the front door, to encourage arriving and leaving guests to pick up their gifts.
- The Board agreed there should be somewhat greater variety in the food selection, including more fruits and vegetables, and fewer dough-wrapped hors d’oeuvres.

Studio Arts seminar recap: President Koch reported that the December 9 CG seminar at Local 44, co-hosted by the Board and Studio Arts, was a great success. The “house was packed” for an all-star discussion of directions and hiring trends in computer animation.

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Eric Huelsman of Studio Arts suggested a future seminar on how to put together a digital reel. President Koch solicited suggestions on future topics. Future meetings may be held at the Burbank or Glendale libraries because of greater capacity.

Computer lab: Members Doug and Kellie-Bea Cooper have agreed to contribute five computers to the computer lab. Steve Hulett will arrange for their pickup.

Steve Hulett and Lyn Mantta have recommended to the Board that Guild member Ken Roskos be hired as a part-time employee to be in charge of the computer lab. President Koch reviewed Roskos's résumé and read excerpts to the Board. He has agreed to work for \$20.00 per hour plus the benefits.

John Cataldi asked what hours Roskos would work; Steve Hulett said it would be determined by demand, but that the lab would need to be open on weeknights and possibly on Saturdays.

Cathy Jones made a motion, seconded by Bronwen Barry, that

the Executive Board agree to the hiring of Ken Roskos to run the computer lab.

The motion *passed*.

CSATTF 2004 training grants: Jeff Massie presented a list of the grant proposals submitted to the Contract Services Administration Training Trust Fund for 2004 (*attached*). The Guild is asking for \$118,280 for 50% funding of 180 training slots in Maya, PhotoShop, Shake and USAnimation, with all classes to be offered at Studio Arts. The Guild also asked to extend the 50% funding of Maya classes to the second year of the ETP pilot program.

Member short of pension hours: Jeff Massie reported that the Guild was able to employ a member short on pension hours, for enough time to guarantee her vesting.

NEW BUSINESS

Animation Co-Op: Members Kevin Geiger and Moon Seun have started the Animation Co-Op, a web-based organization to share information on artist who need CG assistance with their "garage animation" projects. Although the work is unpaid, Steve Hulett noted that such projects can boost an artist's résumé.

The Guild will continue to promote the Animation Co-Op through the e-mail list. President Koch will suggest that he write an article for *The Peg-Board* about the project.

Smith Barney financial management account: Senior trustee Stephan Zupkas presented the Trustees' proposal to establish a financial management account with Smith Barney to supervise the management of the Guild's cash assets.

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The Guild has in the past managed its own financial investments (CDs, mutual funds, etc.), which has been a burdensome job for the staff. Under the terms of the agreement, Smith Barney will invest the funds in CDs and government-insured funds at market interest rates. Smith Barney charges \$50.00 per year for its services; they make their profit from volume investment of clients' funds.

Stephan Zupkas reminded the Board that the Trustees recently followed the accountant's recommendation to withdraw its investments in mutual funds, as these were not government insured in accordance with the Guild's Constitution.

Steve Hulett made a motion, seconded by Jan Browning, that

the Guild establish a financial management account with Smith Barney, and instruct the staff to commence directing the Guild's liquid investments to said account, under the supervision of the Business Representative and the Trustees.

The motion *passed*.

Afternoon of Remembrance: The Afternoon of Remembrance is scheduled for the DeMille barn on January 31.

Bronwen Barry submitted an estimate of \$950 for the catering for the event, from Laurel Lyle Catering which as catered the last five memorial events. Jeff Massie made a motion, seconded by Bronwen Barry, that

the Executive Board approve the catering expense for the Afternoon of Remembrance at a cost of \$950.

The motion *passed*.

Jeff Massie submitted a list of forty-two honorees to be remembered at the memorial event. Bob Foster suggested that the eulogists should speak in the order of the honorees' date of death rather than in alphabetical order. Jeff Massie and Bronwen Barry will pass the suggestion on to the committee.

District Two convention: The IA District Two convention is scheduled for the weekend of April 17 and 18, at the Palm Springs Riviera hotel. Delegates will be nominated and elected at the membership meeting on January 27.

Jeff Massie reported that rooms will be available at the convention rate of \$139 per night. Since the convention session starts Saturday at 9 am, most delegates will probably want to arrive on Friday and stay through Sunday. The Guild has covered the room charge and tax for delegates at recent District conventions.

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Jeff Massie made a motion, seconded by Karen Nugent, that

the Guild reimburse the room charges and tax for delegates to the 2004 District Two convention, for the nights of Friday, April 16 and Saturday, April 17, at a cost of \$139 per room per night.

The motion *passed*.

Job strategies workshop: The Guild is arranging for member Dori Littell-Herrick to teach a Job Strategies Workshop, details of which will be listed in the January *Peg-Board*.

The workshop will be an offshoot of the Actors Fund work seminars that Littell-Herrick co-taught. Whereas the Actors Fund classes were directed at people seeking alternate or parallel careers in other fields, the job strategies workshop will concentrate on retraining and seeking ongoing employment in animation. The cost of the workshops will be determined based upon Littell-Herrick's teaching fee.

Stephan Zupkas made a motion, seconded by Janette Hulett, that

members in good standing who attend all four of the job strategies workshops will receive a full refund.

The motion *passed*.

Golden Awards: Bob Foster asked why the Golden Award banquets were no longer held. Steve Hulett reviewed the history of the Golden Awards, which started in 1983 and which honored fifty-year industry veterans.

At the time of the last banquet in 1993 there was a dearth of potential honorees, and since then there have not been enough people interested in volunteering for the considerable effort involved in setting up the banquet. The Guild took a loss of over \$20,000 on the last banquet due to low attendance and a dearth of program book advertisers. However, if the volunteers can be found, there may be enough people eligible at this point to justify holding another affair.

***Peg-Board* masthead:** The Board congratulated Bob Foster on his design for the 2004 *Peg-Board* masthead.

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ADJOURNMENT

Cathy Jones made a motion, seconded by Karen Nugent, that
the meeting be adjourned.

The motion passed; the meeting was adjourned at 8:45 p.m.

Respectfully submitted,

Jeffrey N. Massie
Recording Secretary