

EXECUTIVE BOARD MEETING

February 1, 2005

CALL TO ORDER

President Koch called the meeting to order at 6:37 pm. All Executive Board members were present. Also present was Guild member Rusty Mills.

APPEARANCE

Rusty Mills appeared before the Board to report on the seminars he has been teaching in the use of Bauhaus Software's Mirage program. Mills has devised techniques to use Mirage, which he described as "PhotoShop with animation capabilities," in 2D television storyboarding. The program can be used more efficiently than PhotoShop or hand-drawn techniques, with images either scanned or hand-drawn from WACOM tablets, with more poses and better continuity.

Bob Foster asked for Mills to be invited to appear before the Board to suggest that the Guild offer a members-only class in Mills's system. Mills said he thought Bauhaus Software would cooperate in providing educational licenses and member discounts. The program can be used either on Windows or Macintosh platforms.

Jeff Massie indicated that he had discussed with Eric Huelsman having the class taught at Studio Arts. However, Mills indicated he would be most comfortable teaching no more than six students at a time, for five or six sessions at two or three hours per session. Therefore, the sense of the Board was that the class would be best taught at the Guild's computer lab.

President Koch stressed that students for such a class should be Guild members with basic computer knowledge and

MINUTES OF THE PREVIOUS MEETING

Jeff Massie read the minutes of the January 11, 2005 Executive Board meeting. Earl Kress made a motion, seconded by Bronwen Barry, that

the minutes of the January 11, 2005 meeting be accepted.

The motion *passed*.

BUSINESS REPRESENTATIVE'S REPORT

Organizing:

Film Roman: Steve Hulett reported that at a meeting this afternoon, the Film Roman employees unanimously ratified the Guild CBA based upon the sideletter covering *Simpsons* and *King Of The Hill* employees.

EXECUTIVE BOARD MEETING — 2/1/2005

Hulett gave a history of the extensive negotiations that had been held since mid-December leading to the agreement. The negotiating committee of Film Roman employees ended up getting about 95% of what they asked for.

Hulett noted that the committee's support of the agreement wavered over such issues as inclusion in the bargaining unit of a lip-syncher who had not signed a representation card or been included in any previous employee lists.

Nathan Loofbourrow asked about the status of CG employees in the agreement. Steve Hulett explained that the CG staff on *Simpsons* and *King Of The Hill* were employees of Forum Visual Effects and not DPS Film Roman, and thus were not covered. None of the Forum Visual Effects employees had signed representation cards.

Steve Hulett was unable to answer Bob Foster's question about the definition of the "guest storyboard" classification. Jeff Massie and President Koch stressed to the Board that the Film Roman negotiations have been Steve Hulett's primary concern over the previous four weeks. Bronwen Barry expressed her appreciation as a former *Simpsons* staffer for the hard work that has gone into the organizing and contract negotiation process.

NeoPets: Management has not moved off its open-shop proposal, and Hulett reiterated that the time is approaching where it may be best for us to walk away.

Grievances and Studio Issues:

Warner Bros. writer screen credits: A writer/story editor on the *Duck Dodgers* project complained about not getting "Written By" credit on a script. Steve Hulett investigated and found that the company had followed the credit arbitration manual to the letter, and informed the member that he had no recourse. Earl Kress noted that one of the reasons writers wanted the manual was to avoid problems with story editors claiming unearned writing credit. Kress noted that the issue would have had the same result under WGAw rules.

401(k) Plan: After a last0-minute cancellation of the December meeting, the Trustees will be meeting on January 25. Steve Hulett estimates there is a 70-80% likelihood that the Trustees will vote to replace the Principal Financial Group as the Plan's administrator. The search committee will be recommending transferring to Mass Mutual/Kravitz, which will cost slightly less in service fees and hopefully offer better service.

Dave Brain made a motion, seconded by Bronwen Barry, that

the Business Representative's Report be accepted.

The motion *passed*.

OLD BUSINESS

Holiday party recap: The consensus of the Board was that the December 10 holiday party at the Pickwick Center was yet another smashing success.

Stephan Zupkas reported that a bartender had attempted to charge for a glass of domestic red wine that should have been covered under the no-host policy, and he said another member had claimed he was charged for a well drink. Jeff Massie suggested that the Board consider eliminating the \$1 top-shelf surcharge and instructing Pickwick not to offer premium brands.

Earl Kress noted that at the height of the party the room was filled past fire-regulation capacity, and he suggested that we book the adjacent room in addition to the Royal Crest Room.

Steve Hulett and others complained about the placement of the hot food service trays adjacent to the entry doors and at the far end of the room. The Board felt the menu of food offerings should be expanded to eliminate redundant hot items.

The Board asked the staff to reserve the Royal Crest Room and the adjacent room for December 9, 2005. The Board will appoint a committee later this year to discuss and coordinate menu improvements.

Golden Awards: Dave Brain reported that, to date, fifty-four honorees have responded to the questionnaire; eighteen have not yet responded. As of January 31 the list will be closed to those who have not by that point requested questionnaires.

Bob Foster suggested his ideas for the Golden Awards program book. Jeff Massie suggested he solicit bids from union printers for the job.

Afternoon of Remembrance: The Afternoon of Remembrance has been scheduled for January 29, 2005, at the Lasky-DeMille Barn.

CSATTF grants: Last week, Jeff Massie took a call from CSATF administrator Scott Nave, who suggested that the Guild coordinate with the Art Directors Local 850 and the Studio Art Craftspersons Local 790 on a joint proposal for Studio Arts Maya training. On Monday, Massie met with Missy Humphrey of Local 850 and by phone with Marjo Bernay of 790 and they put together such a proposal.

Nave noted that there are a total of sixty-seven training grant proposals on the table totaling \$2.5 million, and he doubts the Board will be able to grant more than \$1 million. The Board will be meeting on January 19 to make their final decisions.

Wage survey: To date there has been about a fifteen percent return on the surveys that were mailed in December, which augurs a better return than the last survey if not a great one. President Koch will be discussing the surveys in his February *Peg-Board* column.

EXECUTIVE BOARD MEETING — 2/1/2005

The CBA From A To Z: President Koch, Steve Hulett, Earl Kress and Jeff Massie will meet on Friday to finish discussing the final changes.

NEW BUSINESS

Computer problem: A lightning strike in the neighborhood on January 7 completely destroyed Lyn Mantta's office computer, while fortunately not affecting the rest of the system. Jeff Massie reported that there was no loss of data of the Guild's membership or bookkeeping records, which are kept on a central server that is backed up daily. Lyn's computer had been backed up about three weeks earlier, so the total data loss was minimal.

All the office surge protectors have been replaced, and replacement hardware has been ordered at a cost of approximately \$400. The staff will review its backup procedures.

CSATTF grants: Jeff Massie reported that he would be handing in the 2005 CSATTF training grant proposals by the end of the week. He asked for input from the Board as to classes that should be requested. In addition to repeating the 2004 requests for Maya and PhotoShop training, the sense of the Board was to ask for classes on combustion and Macromedia Flash for TV animation.

Paradise Productions: Carla Fallberg asked about this company, founded by members Karen Keller and Carol Police, which had discussed signing the CBA with Steve Hulett in November. Hulett has not heard back from them since then.

ADJOURNMENT

Carla Fallberg made a motion, seconded by Janette Hulett, that
the meeting be adjourned.

The motion passed; the meeting was adjourned at 8:16 p.m.

Respectfully submitted,

Jeffrey N. Massie
Recording Secretary