

# EXECUTIVE BOARD MEETING

May 3, 2005

## CALL TO ORDER

President Koch brought the meeting to order at 6:35 pm. All Executive Board members were present except Jan Browning, Nathan Loofbourrow and Karen Nugent.

## MINUTES OF THE PREVIOUS MEETING

Jeff Massie read the minutes of the April 6, 2005 Executive Board meeting. Stephan Zupkas made a correction which were noted

Bronwen Barry made a motion, seconded by Russ Calabrese, that

the minutes of the April 6, 2005 meeting be accepted.

The motion *passed*.

## BUSINESS REPRESENTATIVE'S REPORT

**401(k) Plan administrator transition:** The transition of 401(k) Plan administrators from Principal Financial Group to Mass Mutual/Kravitz continues. The "blackout period" when participants will not be able to access their accounts will run from mid-May until Mass Mutual sends out the PIN numbers in mid-June.

The Trustees are negotiating to lower the fees to be charged by the new administrators. Disney management trustee Sally Catic has been vocal in demanding that Mass Mutual and Kravitz take on the entire managerial burden, which the Guild trustees have opposed on the grounds of excessive expense. Catic has played dumb on the subject of Disney's multiple payroll screw-ups that have led to the need to hire Kravitz for the primary purpose of auditing contributions.

Steve Hulett showed the Board a draft of the Investment booklet that MassMutual will be distributing to participants.

**Health and pension plans:** The Board reviewed a report distributed at the quarterly meeting in Palm Springs, showing the Motion Picture Industry Pension and Health Plan to be in relatively good health. The Board discussed attitudes and misconceptions about the Guild's benefits. Jeff Massie reported on meeting with the daughters of a retired member, who discovered several years after their father's last job that he had never gotten around to applying for his pension.

## ***EXECUTIVE BOARD MEETING — 5/3/2005***

### **Organizing:**

**Marvel:** After another mailing to Marvel/Lion's Gate employees, we have received more representation cards. The company has not responded to our letter jurisdiction under the old collective bargaining agreement, although a management rep has claimed that it is a different company.

**Animotion Works:** Larry Huber, who is producing a series called *Danger Rangers*, wants to have his benefits paid although the company is not willing to sign the CBA. Hulett has warned Huber that splitting payroll would be a violation of the CBA and Federal labor regulations.

**ILM:** It appears that San Francisco Local 16 is once again backing off from renewing the ILM contract. Steve Hulett will be meeting with President Short and F. X. Crowley in Honolulu, with the goal of negotiating an IA contract with the Guild representing ILM employees, in the manner of the TSL and SPA contracts.

### **Grievances and Studio Issues:**

**Warner Bros. vacation pay policy:** Warner Bros. has informed the Guild and the IATSE that it will no longer pay vacation pay when vacations are taken, but instead will wait until March 15 of the following year.

Although this is a change of policy, it is legal under the CBA. Steve Hulett and Russ Calabrese pointed out that it is the current policy at Sony and Cartoon Network. Earl Kress and Bob Foster felt the subject should be raised in the next CBA negotiations.

**Sony/Adelaide complaints:** Steve Hulett has fielded complaints about a verbally abusive producer on an Adelaide series.

**Nickelodeon; grievance re discharge:** We have grieved Nickelodeon the discharge of a freelance animation checker who was underpaid at the daily rate, at a total loss of about \$1,400 plus some benefit contributions. We have called for a Step Three hearing.

Russ Calabrese made a motion, seconded by Cathy Jones, that

the Business Representative's Report be accepted.

The motion *passed*.

### **OLD BUSINESS**

**Golden Awards recap:** The unanimous opinion of the Executive Board was that the Golden Awards Banquet on April 9 was our most successful since the awards were inaugurated in 1982. Seventy-two industry veterans were honored, of whom sixty-one were present. The Board especially thanked Dave Brain and Bob Foster for their efforts.

## ***EXECUTIVE BOARD MEETING — 5/3/2005***

The Board reviewed a report showing Golden Award expenses totalling \$30,613.78 versus revenues of \$12,120.00, for a net loss of \$18,493.78. Bob Foster pointed out that the expense report included \$ 9,281.36 paid to G&W Trophies, a substantial portion of which was for trophy head to be used for future events, and thus should not be charged against the expense of the 2005 banquet. In any event, the loss for the 2005 banquet is substantially less than for each of the last two banquets.

A number of trophy heads were broken due primarily to bad packing by G&W Trophies. Dave Brain reported that G&W would be assuming the full replacement cost of the broken heads.

**Membership meeting panels:** Earl Kress reported that his panel, to be entitled “Why Can’t Artists And Writers Just Get Along?”, is a go for the May 31 membership meeting. Dave Brain will moderate a panel on teaching at the July membership meeting, and Carla Fallberg has tentatively agreed to host a panel on California Lawyers For The Arts at the September meeting.

The motion *passed*.

### **NEW BUSINESS**

**Screen Cartoonists Golf Tournament:** This year’s tournament is scheduled for May 21 at the Indian Wells Golf Resort.

Jeff Massie made a motion, seconded by Steve Hulett, that

The Animation Guild contribute \$200.00 for the purchase of a hole at the Screen Cartoonists Golf Tournament.

The motion *passed*.

**Convention Journal ad:** Stephan Zupkas made a motion, seconded by Cathy Jones, that

The Animation Guild purchase a quarter-page ad in the upcoming IA Convention Journal at a cost of \$350.00.

The motion *passed*.

**Warner Bros. records stolen:** Bronnie Barry reported that over 60,000 Time Warner employee records have been stolen, covering the period from 1996 to the present. Time Warner is offering to pay for credit checks and fraud coverage for the affected employees.

**“Dream On, Silly Dreamer”:** Stephan Zupkas suggested that the Guild contact Dan Lund, a member who has direct a short documentary about the closing of Disney’s feature animation unit, about arranging a screening. The film was shown at the Newport Beach Film Festival but has yet to find a distributor. Steve Hulett will contact Lund.

***EXECUTIVE BOARD MEETING — 5/3/2005***

**Paradise Productions:** Carla Fallberg reported on complaints she has received about a company called Paradise Productions, which folded after “leading on” fifty artists for almost three months about a possible project. The company was run by someone named Joe Hipple who had claimed to be a former ABC vice-president.

It is unclear whether any animation artists had actually been hired on the project, or, if so, whether they have unpaid wages owed to them. Steve Hulett pointed out that such situations are an increasingly frequent occurrence.

**ADJOURNMENT**

Bronwen Barry made a motion, seconded by Russ Calabrese, that  
the meeting be adjourned.

The motion passed; the meeting was adjourned at 9:08 p.m.

Respectfully submitted,

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Jeffrey N. Massie  
Recording Secretary