

# GENERAL MEMBERSHIP MEETING

*July 27, 2004*

## **CALL TO ORDER**

The meeting was held at the IATSE Local 44 meeting hall at 12021 Riverside Drive in North Hollywood. In the absence of President Koch, Vice-President Kathleen O'Mara-Svetlik called the meeting to order at 7:01 pm. The presence of a quorum was noted.

## **MINUTES**

Jeff Massie read the minutes of the May 27, 2004 membership meeting. Karen Nugent made a motion, seconded by Bronwen Barry, that

the minutes of the May 27, 2004 meeting be accepted.

The motion *passed*.

## **BUSINESS REPRESENTATIVE'S REPORT**

**State of the industry:** Business Representative Steve Hulett reported that the industry remains relatively steady.

**Disney storyboard clean-up artists grievance:** Disney and the Guild has settled the grievance involving storyboard clean-up artists who were being paid below CBA minimums. We settled for seventy-five cents on the dollar plus benefits, which Hulett and the affected employees felt was a good deal considering the uncertainties of the grievance procedure.

**Health contributions for out-of-area employees:** The Motion Picture Industry Pension and Health Plan has indicated that they will not be accepting health or pension contributions for employees who live outside the southern California area. They will continue accept contributions for those with "ongoing relationships" with signator employers.

Some companies, such as Disney, are picking and choosing which out-of-area employees they will make contributions for. Others, such as Nickelodeon, will no longer make any contributions for out-of-area employees.

**Co-operative committee:** Committee meetings have been postponed due to ongoing DGA and WGA negotiations. The IATSE and AMPTP will be having their quarterly meetings in Encino in September, and we arranging to have the first meeting of our cooperative committee at the same time.

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### **Organizing**

**July Films:** This company, headed by Mike Nguyen, wants to subcontract work on Universal's *Curious George* feature, and they want to negotiate with the Guild.

**Electronic Arts:** We have had some cooperation from employees at this Playa Vista-based games company. The IA will support our organizing efforts.

**Film Roman:** There are reports of bad treatment and employee discontent. *Simpsons* producer Richard Raynis tried to order Fox's *Family Guy* unit not to hire laid-off *Simpsons* artists, which may be illegal.

**NeoPets:** Since March 31, Hulett has been negotiating with this Internet company; which we organized in February; talks are ongoing. We are currently waiting for a counter-offer from them.

**CAAT:** This studio, headed by Toby Bluth, may also subcontract on *Curious George*. We are waiting for them to incorporate to sign the CBA.

**401(k) Plan:** The Plan current has 1,600 participants, and \$67 million in assets.

Janette Hulett made a motion, seconded by Dave Brain, that

the Business Representative's Report be accepted.

The motion *passed*.

### **OLD BUSINESS**

**Overtime complaints:** A member referred to the anonymous letter from a storyboard artist in the July *Peg-Board*, and asked what the Guild could do to stem such problems.

Steve Hulett detailed his attempts to police the collective bargaining agreement's overtime provisions by visiting Guild shops after hours and encouraging members to report violations. He reported that non-payment of overtime is a violations not only of the CBA but of state and Federal laws, and it is illegal even if the studio has not specifically asked the employee to work without pay. However, he admitted that he has received relatively little cooperation from members, and noted that if no one will stand up, eventually everyone will get screwed.

When a supervisor asks a member to work late, Janette Hulett urged members to specifically ask if the studio is paying overtime, and to refuse the work if they don't. Jan Browning reported that a Warners producer was concerned that the letter might have been referring to their studio.

Steve Hulett said that one reason the problem has grown is due to the "stupid stuff" that studios are demanding in storyboards and animatics reels. He noted that these topics will be discussed at the upcoming Cooperative Committee meeting.

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**Renegade Productions:** A members asked about organizing efforts at Renegade Productions. After approaching the Guild about signing the CBA in the spring, Renegade management has stopped returning the Guild's calls. Steve Hulett reported that he did mailings and sent out representation cards, but that members employed at Renegade are not cooperating.

### **NEW BUSINESS**

**Officer elections:** Jeff Massie reminded the membership that nominations for the upcoming officer elections will be held at the next membership meeting on September 28. The August and September editions of *The Peg-Board* will have in-depth articles on the nomination and election procedures. The mailing labels for the next two *Peg-Boards* will have a flag indicating if the member is eligible for nomination.

**Drawing:** A drawing was held, and member Adam Kuhlman won a Trader Joe's gift certificate.

### **ADJOURNMENT**

Jan Browning made a motion, seconded by Bob Foster, that  
the meeting be adjourned.

The motion passed; the meeting was adjourned at 7:44 p.m.

Respectfully submitted,

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Jeffrey N. Massie  
Recording Secretary

### **PRESENTATION**

FOLLOWING THE MEETING, STEVE HULETT GAVE A PRESENTATION ENTITLED "THE ART OF THE PITCH".