

# PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

December 20, 2004

## The Best of Holidays

The Officers, Directors and Staff of the PIASC family join in wishing you, your families and your employees the best of holidays and a prosperous new year! Update will take its annual one week vacation next week and will return on January 3rd to enlighten and perhaps amuse you.

## This One Bites!

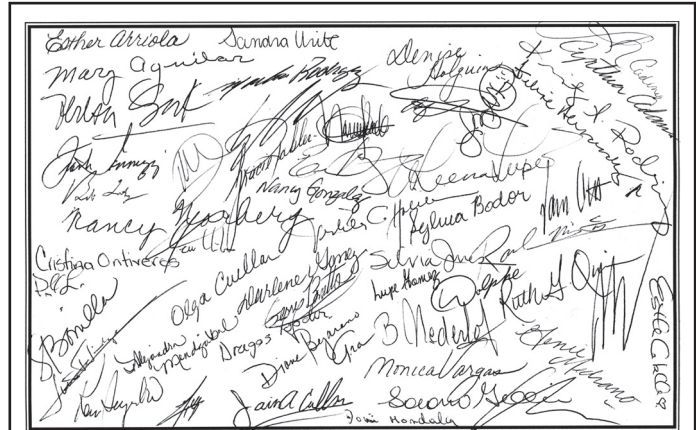
In the last year two California printers paid over \$1 million in settlements relating to overtime issues as well as the thirty minute duty free lunch requirement. **THIS IS SERIOUS STUFF AND CAN DESTROY YOUR BUSINESS** if you're out of compliance. Beth Schroeder, Esq. of Silver & Friedman, our labor counsel, has prepared a detailed confidential memorandum on this which we will email (as a PDF) or mail to any PIASC member who requests it, but only to the top executive of the firm. If you request a copy, please identify your title/position with your firm at the same time. For a copy of the memo, call Socorro Garcia at Ext. 229 ([socorro@piasc.org](mailto:socorro@piasc.org)). Additionally, we will be hosting a meeting in our offices on January 20th to cover the compliance issues in detail, again limited to top executives. More information on this will follow.

## Read! Read! Read!

We are happy to report that the PIASC Literacy Campaign has been a smashing success! We've received letters, calls, and emails from industry members, PIA affiliates, librarians, teachers and students praising our campaign and requesting posters for their teacher friends or families. We express our gratitude to Print Equip News and their wonderful editor Paul Kissel, for giving our campaign a prominent place on their publication, and also to our campaign sponsors MAN Roland, Best Label, Inc., Castle Press, PIA/GATF, Graphic Arts Literacy Alliance, Grafico and DzineFusion. If you or your employees would like to receive a poster, please contact Ara Izquierdo at Ext. 216 ([ara@piasc.org](mailto:ara@piasc.org)).

## Rescreened Scans

Joe Marin, Senior Prepress Technologist/Instruction, PIA/GATF, says this about working with rescreened scans... Even with the all-digital workflow found in prepress, often times there is a need to go back and scan previously printed images. There are options available on both your scanner and in Adobe Photoshop



From all of us to all of you...happy holidays!

to obtain optimal results. Here are a few tips for working with previously printed images:

- If the scanner software allows, defocus the scanner slightly when making the scan. If no defocus option is available, make sure that any sharpening that the scanner may apply is turned off.
- In Photoshop, use the Gaussian Blur filter to eliminate any moiré patterns in the image. You can go into individual channels and apply the filter for even more precise control. In extreme cases, you can also use the Median filter to eliminate moiré.
- Once the moiré pattern is eliminated, be careful when applying unsharp masking as a higher setting can actually bring the moiré back to the image.
- Remember that a coarse line screen and/or enlarging the image from the original will result in a more pronounced moiré pattern.

## Cellphones in Autos

While it's not illegal in California to use a hand-held cellphone while driving, there's no question that the practice greatly enhances the possibility of an accident. You might well consider a policy forbidding their use this way (and funding the necessary alternatives) for your business users as this would be cheaper than looking at the effect of a major accident with personal injury on your firm's liability insurance rates.

## Thought for the Week

*The most important thing in any relationship is not what you get but what you give.*

**Dear Brad...**

Ink is piling in the image of the plate and blanket. What is causing the piling? Brad Evans of the PIA/GATF Technical Hotline (412) 741-6860 Ext. 604 said: Piling can be due to the ink being too "short." If the ink is piling on the first units, then we suspect dust and debris on the surface. When this material combines with ink, it becomes short. If the piling is occurring on the last units, then we suspect that excessive fountain solution is being used and is softening the paper coating. The ink will become short when combined with paper coating pigments.

**Sexual Harassment Prevention**

Employers in California with 50 or more employees (includes independent contractors and temporary service workers) will be required to provide sexual harassment training to all supervisors. The effective date of this law is January 1, 2006. California law interprets a supervisor as anyone with authority to hire, transfer, suspend, lay off, recall or discipline other employees, or the responsibility to direct other employees, adjust grievances, or effectively to recommend that action. Any employee as of July 1, 2005 and thereafter, assuming supervisory responsibilities, must receive "initial" sexual harassment training within 6 months of his or her assignment. All supervisors must receive "periodic" training at minimum every two years. There-

fore, all supervisors must have either the initial or periodic training, current within two years, as of January 1, 2006. Following January 1, 2006, all current supervisors must receive periodic training at minimum every two years. The presentation should be live and interactive, and must be a minimum two hours long. A person with knowledge or expertise in harassment prevention must present the training. Call Doug Moore at Ext. 218 ([doug@piasc.org](mailto:doug@piasc.org)) if you would like him to perform this training at your company. He will offer this training at PIASC classroom locations in the future. Look to the PIASC Update for dates, times and sites for the training. All employees participating will receive a certificate of completion from PIASC.

**For Sale**

Time to retire after 30 years. Expand your business with a 300 + database of clients. \$395k gross last fiscal year. Well known and respected in the San Fernando Valley. Call Tom at (323) 728-9500 Ext. 221.

KP Oven prebake 34 for thermal plate processing, KP Unigraph Quartz plate processor 850 CTP, both best offer. Call Tim at (626) 795-8093.

Warehouse/office for rent in the Southbay. Perfect for a small litho or flexo printer, 4,354 sq.ft. total, plus, loading dock, plus, additional truck storage space. Call Doug at (310) 325-3099.

*PIASC's Pick of the Week*



**The PDF Print Production Guide**

by Joseph Marin, Julie Shaffer

GATF experts offer handy problem-solving tips and techniques for PDF specifically as it relates to the high-end print production environment. The easy-to-follow how-to approach walks you through the process of creating print-perfect files and eliminating common PDF problems through step-by-step instructions, screen captures and a Q&A section.

**PIASC Members \$40.00 ea\*.**  
**Non-Members \$45.00 ea\*.**

\*Prices do not include tax and shipping.

To purchase your copy, call Tom Stodola, at Ext. 221.

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