

PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

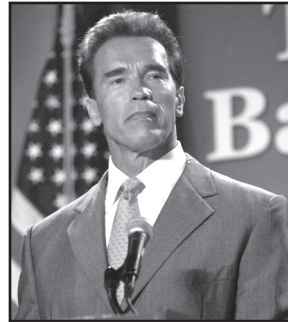
January 31, 2005

Duty Free Lunch

The Division of Labor Standards Enforcement is taking testimony on changing the current rules on meal and rest breaks. We encourage employers and employees to write letters in support of these changes (California Code of Regulations, Title 8, §13700). Under existing law, employers cannot allow employees to work more than five hours without providing a 30-minute, duty free, meal period. In contrast, under proposed §13700, employers will only have to make the meal period available to employees. If employees choose to work through the meal period (which, of course, would be paid), there would be no violation of the regulations. In sum, the measure would: (1) establish criteria to determine if an employer has met the requirement of providing a meal period; (2) clarify that the initial meal period in a workday may commence by the sixth hour of the workday (instead of the current fifth hour of the workday); and (3) clarify that the one hour of pay an employer must pay an employee for each workday in which a meal is not provided is a penalty and does not apply to overtime calculations. §13700 will provide employers and employees with greater flexibility and certainty in dealing with meal period issues. **How can you help?** Get your employees to sign the petition for adoption of these changes. All signatures, however, must be strictly voluntarily—and a statement to that effect is included in the petition. The more people we can get behind this movement, the greater chance we have for success. To aid you in this effort, we have placed a sample petition and employer cover letter at piasc.org under the listing “Meal Period Amendments.” If you have any questions, please contact Gerry Bonetto at Ext 248 (gerry@piasc.org).

The Big Guys

Printing Impressions magazine’s list of the top 400 printing firms by sales volume shows that their sales were \$48.2 billion in 2004. The average firm’s sales were up by 3.2% over 2003 with 63% reporting an increase and 31% a decrease. Overall, the top 400 reduced the number of operating plants by 77 and employment by 27,000 (8% of their total). 73% of the firms operated only one or two plants while just 6% operated more than 10 plants. 88% of the firms were privately held.



Help us help Governor Schwarzenegger and ourselves! The enclosed petition will enable our employees to support changes in the “on duty meals” rules to allow employees to work through the lunch period without any penalty to the employers. The change would eliminate confusion about

the current rule and all companies to accommodate employees’ requests for more flexible work schedules. See the accompanying article for details.

Collection Tip

It frequently happens that when there is a payment problem, an agreement is reached with the client to make payments over time against the account. When the first check comes in, we might be tempted to call the drawee bank to find if it’s good. If it isn’t and we don’t deposit the check anyway we have complicated further collection efforts. The courts have held that if the check is deposited but bounces, suit may be brought without the ability of the client to offer a defense that the work was unsatisfactory (otherwise, why would have written the check?). Not completing that transaction by depositing the check opens the door to the unsatisfactory work defense.

Is There Missing Type?

Bruce Tietz, a PIA/GATF technical consultant, talks about eliminating the chance of missing type or words when you have a smashed blanket. “If you are printing critical text copy like pharmaceutical or food labels, a small smash in a blanket can mean that you will have a complete job rejected. A preventative measure for this is to print a dry (without water, and you thought that this only happened accidentally) solid prior to beginning to run the job. This solid will verify that there are no ‘dings’ in the blanket and will also give you an accurate OK copy as is related to the type to be your reference through the run.”

Thought for the Week

It takes courage to grow up and turn out to be who you really are.

Dear Brad...

We are printing a solid reflex blue. After several weeks, this area still has not dried. Why? Brad Evans of the PIA/GATF Technical Hotline (412) 741-6860 Ext. 604 said: The pigment resin system is most likely dry. The problem is that reflex blue pigments are very soft and will continue to smear long after printing. We always suggest applying some type of overprint varnish or coating.

Listen

We were talking to a sales manager who told us of a candidate that they had interviewed who had great credentials. At the beginning of the interview, the candidate addressed the manager as "Mr. Jones" to which the manager replied, "Call me Sam." As the conversation went on he was still using "Mr. Jones" and the manager again invited him to use his first name with no effect on the candidate's verbal style. The result was he didn't get hired because the manager said, "If he can't listen to me, how is he going to listen to a client?" The manager commented that the two most important tools for a sales rep are their ears.

Best of the Best

Congratulations to Scantron Corporation (Irvine) who won "Best of the Best" in the Annual PIA/GATF Best Workplace in America Competition.

CalOSHA Logs

CalOSHA has replaced the OSHA Logs 300, 301 and 300A with its own logs as of April 2004. The 300 is the log employers must keep updated with new accidents during the year, the 301 is the log used to record an incident of injury or illness on the job and the 300A is the summary of injuries that must be posted each year. The CalOSHA logs must be kept for at least five years (The current plus five years historical is recommended). The 300A log (Summary of Work-Related Injuries and Illnesses), containing the data from the prior calendar year, must be posted in the current year from February 1 to April 30. Go to <http://www.piasc.org/pages/publications.html#download> and go to the Cal OSHA drop down to print the most current 2004 logs.

For Sale

Bell & Howell Magnacraft 1530 (Cheshire) Labeler, good condition, \$750. Call Robert at (310) 636-3502.

Warehouse/office for rent in the southbay, perfect for a small litho or flexo printer, 1,400 sq.ft. total. Plus, Loading Dock, two ruck area and lots of storage space. Call Doug at (310) 325-3099.

Looking to retire or merge? - Here is your chance. Commercial/Digital print operation in Los Angeles looking to expand. Our personnel know digital printing and have the expertise to give your clients what they want. The shop includes traditional offset and complete prepress and bindery. To discuss a sale or merger opportunity, call David at (213) 489-9000.

Wanted

Used comb binding machine, GBC or competitive brand, in good working order needed. Call Jan at (323) 936-7777.

PIASC's Pick of the Week



Sheetfed Offset Press Operating, Third Edition

by Peter Oresick, editor

An indispensable book that helps the press operator analyze more than 100 press problems encountered in all areas of web offset printing, including these areas infeed, printing unit, ink feed, dampening, plate, blanket, paper, ink, dryer and chill roll, delivery, and print quality. Fully revised layout and binding format help to make this problem-solving guide easier to use in the pressroom.

PIASC Members \$55.00 ea*.

Non-Members \$75.00 ea*.

*Prices do not include tax and shipping.

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

Address:

**5800 South Eastern Avenue, #400
P.O. Box 910936
Los Angeles, CA 90091-0936**

Telephone Number:

(323) 728-9500

or 808-9990 for area codes: 213, 310, 562, 619, 714, 818, & 909

Web Site:

<http://www.piasc.org>

Print Access Site:

<http://www.printaccess.com/piasc>

Fax numbers:

**Association (323) 724-2327
Insurance Agency (323) 728-0483
Credit Union (323) 722-8927
Benefit Trust (323) 722-7386
Collection Service (323) 724-2368**

Printing Industries Association of Southern California

Affiliated with Printing Industries of America, Inc.

