

# PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

October 3, 2005

## Cleanup Solvent Battle

Nearly 100 printers attended the SCAQMD (District) meeting to share their experience with using roller and blanket washes under 500 grams per liter. The 500 grams per liter standard (down from 800 grams per liter), however, is just an interim standard, with further reductions proposed to under 100 grams per liter after July 2006. After a lengthy presentation by the District's consultant on how printers could meet the 100 gram per liter limit, printers took the floor. Many printers spoke, and the message was uniform: Solvents less than 500 grams per liter don't work; they harm the equipment; and they cause production problems. They then pointed out the obvious: Why does the District think printers can use 100 grams per liter when they can't make the 500 gram per liter solvent work? The District tried initially to argue the issue away, then confessed that they didn't know that the 500 gram per liter limit was so disruptive, and finally proposed to form a working group to meet with the District on October 3rd to discuss a resolution to this situation. That group has now been formed. We want to thank those printers who volunteered to participate in this meeting—and keep the heat on the District. We'll inform you immediately after the meeting of our progress through email and fax broadcast. In the interim, if you have any questions, please call Gerry Bonetto at Ext. 248 or [gerry@piasc.org](mailto:gerry@piasc.org).

## I Can't Handle That

Occasionally orders are received from clients that involve the reproduction of nude images that an employee might find personally offensive so that they tell their supervisor, "I can't handle that." It's important to respect the employee's beliefs on this matter, but it's also necessary to produce the work that pays the bills. A practical solution is to explain to the employee that you respect and honor their beliefs but that you cannot afford to pay them for not working so that if they choose not to do the work on offer, they are choosing to take time off without pay until the work in question is out of the shop.

## Partnering?

It sometimes happens that two or more persons agree to work together to form a business. In other instances, other persons are brought into existing businesses as owners by the founders. These relationships can pres-

## WHO CARES—IT'S JUST PAPERWORK...

You ought to, that's who. A well thought out and up to date Injury & Illness Prevention Program will pay big dividends on your Workers' Comp experience modification and thus your bottom line. Also, it's required under SB 198. Make it a point to attend our seminar on this program at the Holiday Inn in La Mirada on November 9th (full info is on page 3 of this Update) and stop just complaining about your workers' comp premiums and start doing something about them.



ent a wonderful opportunity to inspire a joint effort that blends the various skills of the players into a growing and profitable enterprise. However, the parties must realize that one of them may die or become involved in a divorce proceeding which could easily have the effect of bringing a new owner to the table who did not share a community of interest with the others and serious trouble would brew. The possibility of death can be dealt with by a buy/sell agreement (funded by life insurance) providing for the partnership or corporation to buy out the interest of the deceased using a pre-determined formula. The matter of divorce in a community property state is another problem which might be addressed by making the partnership interests or shares non-transferable to anyone other than the partnership or corporation. If you are in this position, you should address it with your attorney before either death or divorce occurs.

## Leave Now

Not infrequently, when an employee gives us two weeks notice of quitting we would prefer that they leave immediately rather than take the risk that their misconduct or indifference would create problems. You should understand that if you ask them to leave immediately, you have converted a voluntary quit into a termination which, at the least, will lead to a UI entitlement. This can be avoided if you pay them for the notice period but do not require them to work. Of course, their pay should include any accrued vacation in addition to these amounts.

## Thought for the Week

*Eventually we all reach a point when we stop lying about our age and start bragging about it.*

**Mandated Leave and Holidays**

Employers covered by the California and Federal Family and Medical Care statutes, employers with 50 or more employees, or under the California Pregnancy Disability requirements, employers with 5 or more employees, can count a full week of leave time when a company holiday falls during the week. However, if the employer's business operations temporarily cease for one or more weeks, due to a long summer or New Year/Christmas break or other reasons, then the days that the employer's activities ceased cannot be counted against the required leave time.

**Color Screen Builds**

Dillon Mooney, a PIA/GATF technical consultant for over 22 years, says that differences in press conditions (dot gain, wet trapping ink film thickness), ink, and substrates can make matching process color screen builds difficult. Create your own screen build matching charts by creating an Illustrator file of swatches of different process ink screens. Have the screen builds increase in 5% increments and have combinations of all four process colors. Stop at screen combinations that create more than 320% TAC (total area coverage). Print the charts under normal production conditions on your press on your most common papers (the charts should be run on each press to check consistency). The printed charts will be a matching guide for the colors you can actually produce under the conditions in your plant. The printed sheets can be distrib-

uted to designers, customers, or used to match to another color system.

**Alternative Workweeks**

Employers can establish and/or require employees to work during a workweek shifts such as 11½ or 12 hours as long as the hours beyond 8 hours each workday are paid at the required overtime rate, either 1½ or 2 times. Employers who wish to establish shifts that are 10 hours or less in a workday within a 40 hour week, and not pay for the 9th and 10th hour at an overtime rate, are required to take certain actions or steps such as meetings with the affected employees, a secret ballot election, and a letter to the Department of Labor Standards Enforcement. Although the 4/10 allows overtime, some employers have set up legal 4/10's in the printing industry, and then worked employees "regularly" for 11, 11½ or 12 hours per workday, paying overtime after 10 hours per workday. This exposes the company to an overtime violation going back up to 4 years for all hours worked beyond 8 each workday. Companies since January 1, 2000 creating shifts such as 3/12's by reducing the hourly rate of pay so the employee at this reduced rate, with overtime being paid after 8 hours each workday in the 3/12 schedule, receives his or her normal 40 hours of pay at their old rate are violating the provisions of California Labor Code Section 511(c).

**For Sale**

40" 6C Akiyama Bestech, 32" 4C Akiyama Hi-Ace, 39" 2C Harris, 2C Hamada 550, Linotype-Hell drum scanner, Polar 42" paper cutter Agfa SelectSet 5000 imagesetter, Interlake stitcher, paper, ink, Millington vacuum frame, screen step & repeat/screen film processor and much more! Call Riki or Bob at (818) 993-5640.

*PIASC's Pick of the Week*



**UV and Hybrid Inks:  
A Benchmark Study**  
*by John Lind*

This study examines issues relative to succeeding with UV and hybrid UV technologies as leading suppliers and their customers share their printing conditions and market niches.

**PIASC Members \$49.00 ea\*.  
Non-Members \$99.00 ea\*.**

\*Prices do not include tax and shipping.

To purchase your copy, visit [www.gain.net/store](http://www.gain.net/store).

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