

# PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

July 25, 2005

## We Won!!!

This year, the public employee unions succeeded in restoring the State Printer's (OSP) monopoly on the production of printing for the state which was ended by Gov. Wilson when it was realized that letting agencies buy directly from the private sector saved the taxpayers money. The unions aren't interested in this, just in saving (and creating) jobs for their members at the OSP. At the last minute, our effort supported by printers all over the state, brought Senate Minority Leader Dick Ackerman, Assembly Minority Leader Kevin McCarthy and the Governor together to get agreement from the Democrats to add a last minute provision to the budget protecting printing purchasing for the private sector. The existence of California PrintPAC, which was able to contribute to legislators who helped us, was a significant factor as well as the outpouring of support from individual firms. We can make a difference if we keep together and keep at it. Major issues will be on the ballot in November. Your California PrintPAC contribution will help make California a better place to do business.

## In 1917...

Charles Francis established a printing business in New York City that by 1916 employed 300 persons and occupied 60,000 square feet with sales (in 2005 dollars) of about \$40 million. In 1917, he published a book, *Printing for Profit* (there's a novel idea!) which said: "The only way to make money in the printing business is to do work a little better, finish it a little more promptly and make fewer blunders than others. Good printers are not frequently found; good businessmen are much less common; the combination of a good printer and a good businessman is very rare indeed."

## Do It Now!

Some managers are hamstrung by their desire to do the perfect planning job—to anticipate every contingency and have an answer for every question before they start. Too often, however, they never start because the search for the perfect plan never ends. The golden rule is that a good plan today is better than a perfect plan tomorrow. Why? Because no matter how hard you try, you will never anticipate everything, so save your energy for adapting to reality on the fly. If you never start neither you nor your employees will gain a sense of mission and enthusiasm about what's being done.

PIASC members who are using the Atlas Broadband solution for internet access have discovered that they can have the security of two separate connections (providing back-up) at less than the cost of a single T-1. Call Scott Hagizadegan at (800) 549-6626 to find out how it's done.



## Be Easy To Do Business With

Really think about the steps you go through to enter a job into production. What's the purpose of each of them? Are they necessary? In many cases, they're there because we messed up a job and we responded by installing a procedure that applied to everything but costs us more than the occasional mistake. Decide what you really need and then communicate it both to your own people but also to your clients. Think about it, most folks would do what they needed to do to get their project going quickly if they knew what it was.

## I Should Have Terminated Them

A story repeated over and over again by members, requesting information related to mandatory or company offered leaves of absence, is "you mean I can't just fire them because they are a bad employee". An at-will employee can be terminated for any reason but the company still must prove that such an action is not an illegal retaliation, due to the employee requesting or taking a leave of absence. Even terminating an employee soon after he or she returns from a leave can be risky business due to retaliation. Employers should discipline an employee immediately when they're not satisfactorily performing their duty and document these disciplinary actions and/or conversations. If an employee becomes eligible for a leave, and the employee returns to work from the leave and continues to not perform in areas warned about previous to the leave, the employer has evidence to help prove the action was not retaliation for taking a leave of absence.

## Thought for the Week

*Never mistake knowledge for wisdom.  
One helps you make a living;  
the other helps you make a life*

<b>PBT</b>
<i>Event Number</i>
<b>Cost:</b> <b>\$5</b>

**“Printers’ Breakfast Table”**  
**Contact: Socorro Garcia, Ext. 229**

The Breakfast Meetings are a wonderful opportunity to meet with others and learn from their experiences. The regulars know that it’s the best investment of their time they make!

**Time:**  
7:30 A.M.

**Upcoming Breakfast Meetings:**  
Aug 2nd – Coco’s Bakery Restaurant • 4360 Mills Circle Rd • Ontario 91764  
Aug 4th – Mimi’s Cafe • 17231 E. 17th Street • Tustin 92780  
Aug 16th – Hof’s Hut • 4251 Long Beach Blvd • Long Beach 90813  
Aug. 30th – Green Street Restaurant • 146 Shoppers Lane • Pasadena 91101  
Aug. 31st – Tamayo’s • 5300 E. Olympic Blvd. • Los Angeles 90022  
Sept. 1st – Abe’s Deli • 19626 Nordhoff Street • Northridge 91324

**Dear Brad...**

We are experiencing an ink piling problem on our UV press. What is causing this? Brad Evans of the PIA/GATF Technical Hotline (412) 259-1784 said:

There are many causes of piling such as dirty or dusty paper and ink emulsification issues. On UV presses it has been found that piling can be caused by stray UV light from lamps curing the ink on the blankets.

**Meal Periods Feed Lawyers**

California employers, including those in our industry, have been involved in individual and class action lawsuits filed by attorneys accusing companies of not properly “requiring” employees take a 30-minute off duty meal period. California’s starting position on off duty meal periods is that every hourly employee must be required to take at least one 30-minute off-duty meal period per workday. The exception to this is contained in an ever-

narrowing window of operational circumstances where an employer has to prove why a duty free meal period was not possible. In our industry, they are limited to large multi-color sheet-fed offset and web press operations. There are no blanket exemptions for an on-duty meal period under California law. Each case is decided on the operational realities of the employer, and each employee working in the department where the on-duty agreement has been signed and each workday. These cases have reached into million dollar settlements or decisions. A minimum 30-minute off-duty meal period must be given in a work period not to exceed 5 hours. Employees are allowed to voluntarily waive the off-duty meal period where he or she works less than 6 hours in a workday; or more than 10 but less than 12 hours in the workday when they receive the first off duty meal period. Employers must require all employees to take and record on their time record a full 30-minute off duty meal period in a work period not to exceed 5 hours each workday. If the employer elects to have or allow a paid on-duty meal period and, in addition, pays one extra hour of pay each workday the employee works an on-duty meal period, then the company is complying with the California statute.

**For Sale**

Itek 617S, like new, \$3,950, AB Dick 375, good condition, \$2,800. Call Aaron at (323) 930-0444 or email abigraph@aol.com.

Small Commercial Printer, Big Bear Area. Owner looking to retire. Great opportunity for a life style change. Approximate Sales Volume \$150,000. Interest contact Frank Iannuzzi at (323) 728-9500, Ext. 222.

1985 Akiyama 6C-40” Besteckw/console, 1985 Akiyama 4C-32” HiAce AKII-low imp., 38” 2C Harris LWQ, 2C Hamada 550 CDA, Agfa SelectSet 5000 Image Setter, Linotype Hell Drum Scanner, Call Riki at (818) 993-5640.

*PIASC’s Pick of the Week*



**Web Break & Prevention Diagnosis**

*by Web Offset Champion Group*

Web breaks are the single largest productivity problem for many printers. This guide provides a diagnosis aid to 140 web break and mis-splice causes and identifies best practice techniques to avoid and minimize where possible.

**PIASC Members \$12.00 ea\*.**  
**Non-Members \$15.00 ea\*.**

\*Prices do not include tax and shipping.

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

**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>**

**Printing Industries Association of Southern California**

**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**

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