

# PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

August 8, 2005

## Postal Reform Victory

On July 26th, the House of Representatives passed HR 22, the Postal Reform Bill by a vote of 410 to 20. The issue now moves to the Senate where a parallel bill is pending. This is a landmark measure which will bring rate increases under control and increase flexibility for postal management. In the next two months we will have to work to get the support of Senators Feinstein and Boxer for the Senate Bill.

## Another Scam

Printers in Georgia have lost significant money to a client who places large orders and then is judgment proof. He is now expanding his print buying activities to other areas. If you get a call from someone you never heard of in the Southeast, you might want to call Rachel Ann Shattah at the Georgia Association at (770) 433-3050 to check them out.

## It's The Workflow Stupid

The path to faster turn-arounds with lower costs and better margins is an automated digital workflow. The 2005 PIA/GATF Digital Workflow Conference in Dallas, TX on October 9th to 11th will give you a hands-on opportunity to learn solutions to PDF issues, multiple workflows and required infrastructure. It will also feature a chance to visit Motheral Printing (Dallas) to learn how they did it. For full info, call Ned Herrick at (412) 259-1712 in Sewickley, PA ([nherrick@piagatf.org](mailto:nherrick@piagatf.org)).

## Human Resources Review

PIASC will begin scheduling, for interested member companies, a complete on-site review and evaluation of the company's human resources/payroll practices and policies. This review will be over a two-day period, approximately six hours per day. This is an opportunity to have company management or Human Resource staff review with Doug Moore, Vice President of Human Resources, many of the practices and policies bringing economic harm to printing companies in California. The program will cover new hire processing, important policies and practices with special legal implications, legal posting and notices, personnel records and privacy issues, discipline and termination, hours of work issues (exempt versus non-exempt, meal period practices, etc.), and safety program. This program is not intended to give legal guidance or certification to human resources policies and practices but to cover best practices for helping avoid or overcome legal challenges and

## PIASC

Insurance Services, Inc. License #0747420

GET A SECOND OPINION—You are required by law to have Workers' Comp insurance and good business sense (and the bank) require that you insure your property against loss and your business against liability. While you're not an expert, you'd like to be sure that your have the coverages you need and that the rates are fair. You can get a no cost, no obligation second opinion by calling Joanne Cadenas at Ext. 256 ([joanne@piasc.org](mailto:joanne@piasc.org)) at your industry's insurance source—PIASC Insurance Services, Inc.

to provide a more productive work environment for the company and its employees. The cost of the two-day program is \$700. Call Doug Moore at Ext. 218 ([doug@piasc.org](mailto:doug@piasc.org)) if you desire more information on this new management tool from PIASC.

## Revised Form I-9

The Department of Homeland Security, previously the Department of Immigration and Naturalization Service, has published on May 31, 2005 (the date on the forms at bottom right), revised forms that employers must begin using immediately for all new hires. The forms, with the exception of the publication date, do not differ a great deal from prior forms published. Even though employers must begin using the revised forms immediately, the "Lists of Acceptable Documents, List A (Documents that Establish Both Identity and Employment Eligibility)" does not correctly represent the documents employers can currently accept according to Homeland Security Regulations. The acceptable documents are as follows:

- Employment Authorization Document (Form I-766). This is a new form.
- U.S. Passport (unexpired or expired)
- Unexpired foreign passport, with I-551 stamp or attached Form I-94 indicating unexpired employment authorization
- Permanent Resident Card or Alien Registration Receipt Card with Photograph (Form I-551)
- Unexpired Temporary Resident Card (Form I-688).
- Unexpired Employment Authorization Card (Form I-688A)
- Unexpired Employment Authorization Document issued by DHS that contains a photograph (Form I-688B)

You may go to [www.piasc.org](http://www.piasc.org), then to Human Relations Publications to find revised I-9 forms under Immigration.

## Thought for the Week

*It ain't the whistle that pulls the train...*  
Vermont Proverb

<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 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  
Oct. 4th – Coco’s Bakery Restaurant • 4360 Mills Circle Rd • Ontario 91764  
Oct. 6th – Mimi’s Cafe • 17231 E. 17th Street • Tustin 92780

**Dear Brad...**

E values of more than 2 are considered unacceptable.

**Meal Period Penalties**

Employers that fail to provide a 30 minute off duty meal period each workday to employees must pay the employee, besides the pay for the on duty meal, one extra hour of pay each day the meal period is not provided. The penalty does not apply in situations where the nature of the work makes it impossible (mostly large sheet-fed and web presses) and a written agreement is obtained from the affected employees. However, there are situations where the exemption is not a viable option and paying the penalty is. The Division of Labor Standards Enforcement (DLSE) published a memorandum to its staff on June 17,

2005 in which it instructed DLSE staff to begin following precedents established in the matter of Hartswig v. Orchard Commercial, Inc., a case applicable to meal period penalties. This case makes two important findings. The first finding is the payment an employer must make to an employee for missing a meal period is a penalty. The main effect of this finding is a one-year statute of limitation will apply to meal period violations. Formerly, without this guidance, the DLSE has inconsistently applied a three year statute of limitation to meal period violations. The second finding is regardless of the number of meal periods missed during a workday, only one penalty applies per workday. The DLSE had inconsistently been fining employers doubly or even triply liable for each day of missed meal periods. The DLSE decision in this matter is not binding on the courts, but employers can use this decision as persuasive authority and hopefully sway court decisions in conformity with it. Best practice for all employers, regardless of this determination, is to keep requiring all employees take a 30 minute off duty meal period each workday. Call Doug Moore at Ext. 218 ([doug@piasc.org](mailto:doug@piasc.org)) if you want a copy of the DLSE memorandum and or the Hartswig court finding.

**For Sale**

2002 Komori Sprint 228P 2-color perfecting press, 2.5+ mil imp., like new, \$99,500 or will trade for Heidelberg GTO 4 color. Call Dale at (805) 964-8875.

**Wanted**

Used coil binding machine, small tabletop model would be most desirable. Call Jan at (323) 936-7777.

*PIASC’s Pick of the Week*



**A Short History of Binding**

*by William Dresick*

This crash course in binding history provides a concise, illustrated, non-technical orientation to the development of bookbinding from the origin of bookmaking in Mesopotamia to the mechanization of the bindery during the Industrial Revolution.

**PIASC Members \$20.00 ea\*.**  
**Non-Members \$30.00 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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