

PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

January 16, 2006

You Need Someone...

Our favorite guru, Dick Gorelick, says that when hiring a sales rep, the most important characteristics you need are empathy and curiosity. Get a feel for these by asking the applicant: What did you observe during your visit to our plant? What did you learn about our firm and how did you go about getting your information? What was the most valuable thing you learned in your previous job? Then, ask yourself: did the applicant display curiosity about your firm through questions at the interview?

Scheduler?

In every plant, some brave soul is given the job of "scheduler" and may even think that order can come out of chaos. After a while they realize that a better job title would be "commercial triage nurse."

Your Client's A Winner

---and so are you if you enter PIASC's 2nd Annual Print Excellence Awards competition. Remember that nothing brings a glow of appreciation to a client's face than to have their project be an award winner. Winners look great in your sample kits as well. As an added bonus, the Best of Category winners in our competition will be automatically entered into the national Benny Award competition where two of them won Bennys last year! As always, you can't win unless you play so be sure to get your entries in before the deadline of March 17th. If you need more entry forms or info, call Monica Vargas at Ext. 299 (email: monica@piasc.org).

Mandatory Poster Changes

Actions by both federal and state government agencies in late 2005 require California employers to change the employment posters that must be displayed for employees and applicants as well as begin handing out a revised version of the workers' compensation information pamphlets. For example, on December 19th, the U.S. Department of Labor issued new regulations implementing the Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA). This requires replacing the USERRA poster. Other agencies have updated contact information or made technical changes and the Whistleblower's Rights poster has been updated to match the precise language issued by the Attorney General's Office. PIASC has available for members all state and fed-

You are cordially invited to personally meet National Geographic's George N. Bounelis, Director of Production & Quality Assurance of the National Geographic Magazine and listen to a fascinating presentation. Join us and Celebrate International Printing Week on January 18, 6:00-9:00 p.m. at Tamayo Restaurant. \$35 includes hot hors d'ouvres wine and dinner.



eral notices in a handsome, laminated three poster set, in English and Spanish, for all your compliance requirements: combined all state and federal notices (24" x 39"), industry specific wage orders #1 and #4 (24" x 39"), and the recently required Uniformed Services Employment and Reemployment Rights Act (8½" x 11"). Some companies may be required to post additional notices depending on their operation, such as forklifts, fire extinguishers, and bloodborne pathogens. The easiest way to order or view the list of available posters is online at www.piasc.org under the title Labor Law Posters, or by calling Raul Mijares at Ext. 211.

Don't Go There!

Dr. Benjamin Franklin respectfully invites you not to attend his Poor Richard's No-Show Ball to mark his 300th birthday on January 17th as he will be busy setting the type for the next edition of his Almanac. Do however join the celebration by sending a donation (tax deductible) to The Printing Museum at 315 Torrance Boulevard; Carson, CA 90745. Want to learn more? Call Mark Barbour at (714) 529-1832.

Thought for the Week

"Little else is required to carry a state to the highest degree of opulence from the lowest barbarism but peace, easy taxes and a tolerable administration of justice"... Adam Smith in *The Wealth of Nations*, 1776

Dear Brad...

Delta E values of more than 3 are considered significant for most colors when printed to normal densities. Does this hold true for very fine color tints?

Brad Evans of the PIA/GATF Technical Hotline (412) 259-1784 said: Fade or burnout of fine tints can be very noticeable to the eye, therefore changes in Delta E as low as 0.5 can be significant for fine tints.

Electrical Safety

Gary Jones, the industry's leading environmental, health, and safety specialist, notes that recently there has been considerable attention being paid to the lack of formal electrical safe work practices by OSHA. OSHA has cited several printers for failure to provide the proper personal protective equipment for employees who are exposed or could be exposed to live electrical circuits. While OSHA does not specify in its regulations what exactly needs to be done, they frequently rely upon the National Fire Protection Association's Standard for Electrical Safety in the Workplace (NFPA 70E). The OSHA Personal Protective Equipment (PPE) Standard (29 CFR 1910.132 (d)(1)) requires employers to assess the workplace for hazards to determine the need for PPE. The Electrical Safe Work Practices Standard, (1910.335(a)(1)(i)) also requires use of PPE to guard workers against electrical hazards, but doesn't specify which equipment to use. NFPA 70E is a national consensus safety standard that

provides the specifics for conducting a site assessment and PPE selection. Even though it is a voluntary standard and not part of the OSHA PPE or Electrical Safety Standards, it can and has been used as a reference in a citation issued for violations of the PPE and Electrical Safety Standards. It is also important to note that NFPA 70E may be mandatory in states whose workplace safety standards are more restrictive than OSHA, so check with your state OSHA. NFPA 70E can be obtained at www.nfpa.org or by calling (800) 344-3555.

248 Days

That's the average age of accounts submitted to our Collection Service recently. Letting the client have your money for eight months is a lousy deal for you and makes it likely that you'll never see a penny. Call Dolphe Marcus today at Ext. 261 to find how to get your money before it's too late.

For Sale

Akiyama 6/C 40" Bestech w/console & AQ attachment. 59-1/2 mil impressions. Prints Great! Harris 2/C 38" (w/parts press) can be used as UV coater. Prints Great! \$5,000/both OBO, Agfa SelectSet 5000 Imagesetter \$3500. Call Bob at (818) 993-5640.

Miscellaneous duplicate replacement parts for Didde Tandemer press. Call Richard at (805) 988-5855.

PIASC's Pick of the Week



Typography Primer

by Anthony Faiola

Study the vocabulary, classifications, and aesthetic principles associated with typography, including the anatomy of type, measuring systems, visual factors, design factors, layout systems, and digital fonts.

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

*Prices do not include tax and shipping.

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