

PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

October 30, 2006

Flu Shots

As the flu season looms again, it's tempting to offer flu shots to your employees with the business motivation of minimizing lost time due to illness and giving them a low cost benefit. However, you should be aware that regardless of whatever waiver that an employee might sign, if the flu shot has a bad effect and it was given on the employer's premises, or with its sponsorship, it will be a Workers' Comp event. Several years ago, a member firm had a flu shot program and one of its employees suffered a one in many millions adverse reaction in which his immune system destroyed his motor nervous system rendering him a quadriplegic overnight and resulting in a \$1 million+ Workers' Comp claim.

Time Off To Vote

In the extreme case that an employee does not have sufficient time outside of working hours to vote for candidates at local, state and national elections, the company must grant paid time off to the employee that when added to the voting time available outside of working hours will enable them to vote. The company is responsible for a maximum of two hours pay for the scheduled hours of work necessary for voting. To receive time off for voting an employee must advise company management or supervision at least three days before election day that they will need time off and receive approval from their manager or supervisor. They will have to present a voter's receipt to the supervisor for the time to be paid. The company must post in a conspicuous place the time off to vote information ten days prior to the election. If you need the wording for the posting, go to www.piasc.org, then Human Resources → Download Publications → Employee Relations Posters → California, to download it. In the list of required postings you will see *Notice to employees: time off to vote*. Click on *section 14000* in the box next to the posting's name to download wording for the posting.

The Big Three

The PIA/GATF Print Market Atlas shows the real strength of our market here in the Los Angeles metro area. Based on 2005 census data, the Los Angeles-Long Beach-Orange County Area had 2,202 printing firms employing 47,737 persons with sales of \$6.9 billion. While Chicago remains number one with 1,844 firms employing 58,613 persons with sales of \$9.0 billion (love those full size webs!), we're both

*Happy
Halloween!*



gaining on New York with 1,426 firms employing 34,194 persons with sales of \$4.9 billion.

PIA Staff Award

PIA/GATF has named Ara Izquierdo, PIASC Vice President of Industry Relations, as recipient of its 2006 Education Award for Excellence in recognition of outstanding contributions to education and training in graphic arts. Ara has been instrumental in developing a full-service education program that includes the Surplus Drive for graphic arts programs, technical and academic competitions for students, guest speakers at career days and other forums, and scholarships and grants for both students and instructors. Two years ago her department initiated a literacy campaign throughout Southern California. The campaign distributes bookmarks, posters, and labels to all public libraries under the banner of PIASC and participates as a sponsor for The Los Angeles Times' Holiday Book Drive, which has collected over 600,000 books to distribute to elementary schools. Congratulations, Ara, for a job well done.

My Sales Rep Annoys Me

The Forum Corporation (Boston, MA) surveyed decision makers about the characteristics of sales reps that turned them off. At the top of the list was: doesn't follow our firm's buying process, followed by, doesn't listen to our needs, doesn't follow up, is pushy and aggressive, doesn't adequately explain solutions, makes exaggerated or inaccurate claims, and doesn't understand our business. When you think about it, you can understand why these are turn-offs and how they may be committed by your own reps. Fortunately, if the reps just focus on the client's business and not on selling printing, these problems self-correct.

Thought for the Week

You will never have a friend if you must have one without faults...Italian Proverb

Dear Brad...

What materials are added to paper to increase the paper brightness? Brad Evans of the PIA/GATF Technical Hotline (412) 259-1784 said: High brightness fillers such as calcium carbonate and titanium dioxide are added to paper to increase brightness. Optical brighteners or fluorescent dyes increase brightness considerably because they emit blue-violet visible light when activated by invisible ultraviolet light.

What Postal Reform?

After a long effort by a broad coalition, the Postal Reform bills failed to get out of the Conference Committee and may be dead for this session of Congress. While an attempt will be made to give it another try in the brief session after the elections, it's a tough go as powerful postal unions oppose any job reductions and the members of Congress prefer that postal facilities be closed in districts other than their own. The pension funding dilemma is really a function of which pocket you want to pick (unless postal employees might accept smaller pensions). Given the difficulty that we haven't agreed on immigration policy, taxation and the ugly details of the war on terrorism, it's not surprising that postal reform is a non-event.

Eyewash Stations

Gary Jones, manager of environmental health and safety affairs at PIA/GATF, asks whether you know if you need to have an eyewash station? According to

OSHA's first aid regulation (29 CFR 1910.151(c)), when the eyes or body of any person may be exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes and body shall be provided within the work area for immediate emergency use. This would include caustics and corrosives. A good way to tell is to check the MSDS for the product. Printers using direct-to-plate systems would be required to have an eyewash station as well as any printer that charges batteries, such as those for forklifts, roll trucks, or pallet jacks.

In An Emergency...

Rick Hartwig, environmental health and safety specialist for PIA/GATF, explains that before an emergency occurs that might require an evacuation of the building, a review of the exits and exit routes should be performed to ensure they are safe. Employers should check for the following:

- Ensure that all exit paths are kept clear and accessible at all times.
- Make sure there is proper lighting and signs for all exits.
- Keep exit routes in safe condition during routine operations and during construction.
- Make sure that all alarm systems are operable.

For Sale

Itek 1218 platemaker, free to educational or non-profit organization, good working condition, available at Mojave Copy & Printing, Victorville. Call Steve at (760) 241-7898.

PIASC's Pick of the Week



Frontline Supervision Primer

by Don Merit

Looking at the traits, roles, dilemmas, and problem-solving methods encountered by supervisors, this "how-to" guide to production management helps supervisors become better at their jobs and helps upper management enhance the role of their supervisors.

**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.

Printing Industries Association of Southern California

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, & 951

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

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