



# PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

March 5, 2018

## Prevention is Best

With the introduction of at least eight new California employment laws for 2018, it would be wise for businesses to invest in a protection plan that will serve to mitigate and protect them from easy to avoid and unnecessary employment and wage and hour claims. Businesses and organizations need to embrace a holistic approach when dealing with employees. It is not enough in today's employment climate to expect that the employees will only be happy with a job. They are more savvy in their expectations and in knowing their rights. In our litigious happy state, it is imperative that employers ensure that they have the back end of their business operations checked off. Are the health and wellness benefits offered to employees robust? If you do not have a benefit plan with PIBT, why not call for a quote? Evie can be reached at Ext. 224 (email: [evie@piasc.org](mailto:evie@piasc.org)). If you do not have an employee's practices liability insurance policy (EPLI), contact Joanne for more information at Ext. 256 (email: [joanne@piasc.org](mailto:joanne@piasc.org)). Lastly, if you missed the labor law updates webinar on January 26th, call Cheryl, at Ext. 218 (email: [cheryl@piasc.org](mailto:cheryl@piasc.org)). Cheryl can assist with questions on human relations issues and specifically, California labor law. Whatever your needs, PIASC and PIBT are here to serve the industry's membership needs.

## Form 300A

You should have already completed and posted your 2017 CAL-OSHA Form 300A (completed by January 31st and posted no later than February 1, 2018), for your facility's work related lost time and restricted duty injuries and illnesses in 2017. If your facility has 11 or more employees, you are required to keep/maintain the CAL-OSHA 300 Form, and at the end of the year of recordkeeping you must compile the statistics and fill out the summary CAL-OSHA 300A Form. Your 300A must be posted no later than February 1<sup>st</sup> and kept posted through April 30<sup>th</sup>. This is to be done even if you had no injuries!

## Reducing Your Costs

Increasing your profits by cutting your costs is usually not realistic. On the other hand, increasing your volume will increase your profits and cut your costs as well. Increased sales will spread the cost of plant and overhead over more jobs and factory labor will become cheaper by being fully utilized as there will be no more



**MAKING YOUR PLANT SAFER**  
& Preparing for a CAL-OSHA Audit

Complimentary Member Webinar

**Wednesday, March 14 2018**  
10:00 – 11:00 a.m. PST

See page 2 for details!

paid time hours with no work (housecleaning the plant does not produce profit).

## pH or Conductivity?

Should I measure the pH or conductivity of my fountain solution? Fountain solutions contain buffering agents that keep the fountain solution pH in a predetermined range. Conductivity measures all the ions that conduct electricity and is the preferred method to monitor fountain solution. We recommend using both and here's why. Although not a common occurrence, we have seen situations in which contamination was introduced into fresh fountain solution with little etch added and yet the conductivity reading was still correct. The pH, however, was much more alkaline than normal, and was the clue that something was drastically wrong. When mixing fresh fountain solution, measure and record both the conductivity and pH. These numbers become your benchmark for new fountain solution. Measure the fountain solution daily, and record the pH and conductivity numbers. Note the readings when you change the old fountain solution and mix a fresh batch. The difference in the first and last reading is the normal conductivity and pH range for your fountain solution. If at any time the conductivity and pH fall outside of this range something is wrong with the fountain solution. Remixing fresh fountain solution can be a simple fix for more complicated press problems. Call Dillon Mooney, the PIA technical expert, at (412) 259-1786 for help on this.

## Thought for the Week

*Blessed are they that can give without remembering and receive without forgetting.*

<b>Upcoming National Events Calendar 2018</b>	3/18-3/21	TAGA Annual Technical Conference	Sheraton Inner Harbor Hotel, Baltimore, MD	John Bodnar	412-259-1706	jbodnar@printing.org
	4/8-4/11	Continuous Improvement Conference	Loews Chicago O'Hare Hotel, Rosemont, IL	Jim Workman	412-259-1710	jworkman@printing.org
	4/25-4/26	OSHA Compliance for Printing Workshop	Warrendale, PA	Gary Jones	412-259-1794	gjones@printing.org
	6/19-6/20	Print & Packaging Summit	Washington Marriott Marquis Hotel, DC	Lisbeth Lyons	202-627-6925	llyons@printing.org
	10/17	Franklin Event	New York City, NY	Kim Tuzzo	716-691-3211	ktuzzo@pialliance.org

For more information on any of the following events, go to [www.piasc.org](http://www.piasc.org).

**PIASC March - June Activities**

<p><b>Mar.</b> <b>8</b></p> <p><small>Register online at <a href="http://bit.ly/TrumpEffectWebinar">http://bit.ly/TrumpEffectWebinar</a></small></p>	<p><i>Event Number</i> <b>TTE</b></p> <hr/> <p><b>11:00 a.m.</b></p> <p><i>Cost: FREE / member</i> <i>\$39/ non-member</i></p> <hr/> <p><b>Location:</b> <i>on your computer</i></p>	<p><b>PIA WEBINAR: THE TRUMP EFFECT—OSHA'S 2018 AGENDA</b> Contact: <b>Gary Jones, 412-259-1794, <a href="mailto:gjones@printing.org">gjones@printing.org</a></b></p> <p>OSHA has not changed the designation of the printing industry as a high hazard for amputations. This means printing operations are being randomly inspected. On average, OSHA inspects at least one to two printing operations per week and they are finding violations that cost real money.</p> <p>This webinar will review OSHA enforcement activity, rulemaking, and other developments to watch as the year unfolds. We will discuss the top OSHA issues employers should monitor and understand along with what steps you will need to take to become compliant.</p>
<p><b>Mar.</b> <b>14</b></p> <p><small>Check here to REGISTER</small></p>	<p><i>Event Number</i> <b>MYP5</b></p> <hr/> <p><b>11:00 a.m.</b></p> <p><i>Cost: Free to members</i></p> <hr/> <p><b>Location:</b> <i>on your computer</i></p>	<p><b>MAKING YOUR PLANT SAFER COMPLIMENTARY MEMBER WEBINAR and Preparing for a Cal-OSHA Audit</b> Contact: <b>Emily Holguin, Ext. 262, <a href="mailto:emilyholguin@piasc.org">emilyholguin@piasc.org</a></b></p> <p>Attendees will learn:</p> <ol style="list-style-type: none"> <li>1. Why CAL-OSHA is targeting California Printers for enforcement audits.</li> <li>2. Potential owner/supervisor liabilities.</li> <li>3. What key things the enforcement officers will be auditing.</li> <li>4. How to prepare your plant for a successful audit result.</li> <li>5. The safety training and documentation that's required for a good enforcement visit result.</li> </ol> <p>Owners, general managers, plant managers, and safety managers should attend.</p>
<p><b>Apr.</b> <b>13</b></p> <p><small>Check here to REGISTER</small></p>	<p><i>Event Number</i> <b>GN</b></p> <hr/> <p><b>5:30 p.m.</b></p> <p><i>Cost: \$100 ticket</i> <i>\$100/table of 10</i> <i>\$800/table of 8</i></p> <hr/> <p><b>Location:</b> <i>Pacific Palms Resort</i> <i>One Industry Hills Parkway</i> <i>Industry Hills, CA 91744</i></p>	<p><b>2018 GRAPHICS NIGHT</b> <i>Ideas. Solutions. Achievers.</i> Contact: <b>Maribel Campos, Ext. 210, <a href="mailto:maribel@piasc.org">maribel@piasc.org</a></b></p> <p>PIASC invites printing industry members and partners to join us at the upcoming Graphics Night event, where we will celebrate the ideas, solutions and achievers of 2018. We will honor the PIASC's Executive of the Year and announce the winners of the Print Excellence Awards, regional printing competition.</p> <p>Overnight Accommodations: 1.800.524.4557 (Room Reservation Code: PIASC) Spa: 626.854.2502 • Golf: 626.854.2531</p> <p>For all details visit <a href="http://www.piasc.org/GraphicsNight">www.piasc.org/GraphicsNight</a>. Sponsorships are available!</p>
<p><b>Apr.</b> <b>25</b></p> <p><small>Check here to REGISTER</small></p>	<p><i>Event Number</i> <b>CPR</b></p> <hr/> <p><b>8 a.m.-1 p.m.</b></p> <p><i>Cost: \$60/ member</i> <i>\$90/non-member</i></p> <hr/> <p><b>Location:</b> <i>PIASC Training Room</i> <i>5800 S. Eastern Ave. #400</i> <i>Los Angeles, CA 90040</i> <i>Inside B of A Building</i></p>	<p><b>CERTIFIED FIRST AID AND CPR TRAINING</b> <i>Includes Bloodborne Pathogen Training!</i> Contact: <b>Emily Holguin, Ext. 262, <a href="mailto:emilyholguin@piasc.org">emilyholguin@piasc.org</a></b></p> <p>Cal/OSHA Safety Order Section 3400 states: "In the absence of an infirmary, clinic, or hospital, in near proximity to the workplace, which is used for the treatment of all injured employees, a person or persons shall be adequately trained to render first aid."</p> <p>The full 5 hour attendance is mandatory for certification so please be prompt. Casual attire suggested, such as tennis shoes, jeans, walking shorts.</p> <p>Visit <a href="http://www.piasc.org/CPR">www.piasc.org/CPR</a> for full details!</p>

**Quick Registration**

- Mark your choices from listings above
- Fill out the form at the right
- FAX page(s) to (323) 724-2327

Company \_\_\_\_\_ Phone ( \_\_\_\_\_ ) \_\_\_\_\_

Attendees: \_\_\_\_\_

Bill Company  Credit Card # \_\_\_\_\_

All No Shows and Cancellations Less Than 48 Hours Prior to Meeting Will Be Billed.

<b>Other Industry Events 2018</b>	3/22/18	AAF-OC Addy Awards	Balboa Bay Resort, Newport Beach	Aafoc.org/events
	4/03/18	SGIA Free Webinar: Launching a Strong Sales Effort		<a href="http://info.sgia.org/sgia-webinar-strong-sales-effort">http://info.sgia.org/sgia-webinar-strong-sales-effort</a>
	4/18-4/20	Operation Sublimination	Roland DGA Corp, Irvine, CA	sgia@sgia.org 888-385-3588
	4/19/18	Grc Career Day	San Luis Obispo	lsing@calpoly.edu 805-756-2645
	5/8-8/14	AIGA OC's Mentorship Program	Orange County, CA	mentorship@orangecounty.aiga.org

**Apr.**  
**25**  
*thru*  
**26**

Check here to REGISTER for this event

Event Number

**OCFP**

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Cost: **\$397/**  
*members*  
\$550 /non-members

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**Location:**  
*Printing Industries of America Headquarters (Warrendale, PA)*

**2018 OSHA COMPLIANCE FOR PRINTING WORKSHOP**  
Contact: **Kaitlin Rundle, 412-259-1779, [krundle@printing.org](mailto:krundle@printing.org)**

Over the past year, OSHA's penalties have spiked and its officials have labeled the print industry as a high-risk occupation. In order to avoid fines and keep employees safe, staying OSHA compliant should be a top priority. However, legal jargon and comprehensive reporting requirements often make it difficult for printers to understand what is required to be compliant.

During this two-day hands-on workshop participants will:

- Gain an understanding of key OSHA regulations
- Dig deep into compliance strategies
- Learn the required elements of written programs
- Get insight on how to respond to an OSHA inspection
- And much more

**Jun.**  
**19**  
*thru*  
**20**

Check here to REGISTER for this event

Event Number

**PPLS**

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Cost: **TBA**

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**Location:**  
*Washington Court Hotel  
525 New Jersey Ave NW  
Washington, DC 20001*

**PRINT & PACKAGING LEGISLATIVE SUMMIT**  
Contact: **Kaitlin Rundle, 412-259-1779, [krundle@printing.org](mailto:krundle@printing.org)**

Join your peers in print and packaging as we address our legislators as one industry with one voice. The Print & Packaging Legislative Summit, co-hosted by Associated Industry of Corrugated Converters (AICC); Fibre Box Association (FBA); Idealliance; NPES-The Association for Suppliers of Printing, Publishing and Converting Technologies; Printing Industries of America (PIA); and Specialty Graphic Imaging Association (SGIA) will take place Tuesday, June 19 and Wednesday, June 20, 2018 in Washington, DC. This year we will again partner with the National Association of Manufacturers (NAM) for its 2018 Manufacturing Summit. A list of additional supporting organization is in formation. Past supporting organizations have included the International Association of Die-Cutting and Die-Making (IADD) and National Association of Print Ink Manufacturers (NAPIM).

This signature government affairs event will bring printers, corrugated converters packagers, suppliers and allied interests together for a powerful program of public policy and political education, issue advocacy, interaction with Members of Congress, and networking events on Capitol Hill. Recommended attendees are Presidents/CEOs and other C-Suite executives with responsibility for environmental/health and safety, human resources, legal, postal, tax, technology and/or sales. The highlight of the legislative summit are in-person industry lobbying meetings on Capitol Hill that allow you to take your company's story directly to decision-makers in Congress.

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- FAX page(s) to (323) 724-2327

Company \_\_\_\_\_ Phone ( \_\_\_\_\_ ) \_\_\_\_\_

Attendees: \_\_\_\_\_

Bill Company       Credit Card # \_\_\_\_\_

All No Shows and Cancellations Less Than 48 Hours Prior to Meeting Will Be Billed.

**Useless Words**

Here are four groups of phrases that unnecessarily clog your client's writing:

**1. Words so overused they've lost all meaning**

- Bleeding edge
- Core competencies
- Cutting edge
- Deep dive
- Game changer
- Leading edge
- Natural
- Revolutionary
- Synergy
- Unique

**2. Verbs that indicate laziness (and jargon)**

- Ameliorate
- Disseminate
- Dialogue (when used as a verb)
- Endeavor
- Impact
- Implement
- Leverage
- Modify
- Onboard
- Utilize

**3. Contrived words**

- Actionable
- Bandwidth
- Cascade

- Cognizant
- Optimize
- Pivot
- Promulgate
- Tremendous
- Silo
- Vector
- Verdant

**4. "Crutch" words and filler phrases**

- As a matter of fact
- As you may already know
- At the present time
- Basically
- Because of the fact that
- For all intents and purposes
- For the purpose of
- Generally
- Given the fact that
- In case you haven't heard
- In light of the fact that
- In my opinion
- In the event that
- It has come to my attention
- It is believed by many that
- It is interesting to note that
- Needless to say
- Please be advised that

Source: Laura Hale Brockway, via prdaily.com  
See our e-Classifieds section on the web at www.piasc.org.

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www.LaminationDepot.com

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**Printing Industries Association of Southern California**

Affiliated with Printing Industries of America, Inc.



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