



PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

June 6, 2016

Contract Pricing

Multi-year contracts for a fixed price are not common in our industry (with some exceptions for the publication printing sector). However, there is an occasional client interest in such an arrangement. As a practical matter these contracts begin with fixed prices for specific products and thus they are like estimates, but estimates that are intended to cover a series of actual transactions. In constructing these, consideration should be given to the fact that paper is likely to be the single biggest cost element and one which is beyond the control of the parties. A practical solution is to exclude the paper from the fixed portion of the agreement with the client being charged for the actual cost of the paper used. Since estimating systems usually contain mark-ups on paper, these values need then to be moved into the fixed prices so that they are not lost by the printer. One of the motivations of such a contract might be to encourage increased buying by a volume related discount. If this is implemented, it is preferable to do so by way of periodic rebates due after specific volume targets have been met. Because such arrangements are for larger amounts, it is doubly important that detailed terms of sale are agreed upon. A useful model for this is *PIA's Best Business Practices* which can be found via our website at www.piasc.org.

Check Your 401(k)

401(k) plans are now the dominant vehicle for employment based retirement savings. Properly structured, they give participants an opportunity to save and invest in a tax deferred environment. They also provide a mechanism for employer contributions without creating liabilities that are associated with traditional defined benefit pension plans. Because the participants make their own investment choices, employers should be sure that a sufficient range of choice are available in the plan and that the fees associated with those choices are minimized. These points are a focus area for the U.S. Department of Labor and the subject of governmental audits. Since the key members of management are usually the largest account holders, they have a personal interest in being sure that their money is not wasted on poor or expensive choices. At minimum, the interest of top management is best served by having the firm pay all of the costs of administration, as if it is added to participant accounts, the top people will pay most of it

ESSENTIALS TO SUCCESS CONFERENCE
Saturday, July 23rd
Evolving Your Current Print Customer
See page 3 for details!

personally. It is also useful to look at options for “opt out” rather than “opt in” enrollment as the former will enhance employee participation. It is also worthwhile to investigate structuring the employer contribution so that the “safe harbor” regulations are met. This will enable top management to contribute to the plan without being limited by employees who do not participate or do so at minimal levels.

Santa Monica Gets On Board

The Santa Monica City Council joined the crowd of local governments competing to see how they can discourage employment by mandating nine days (72 hours) of paid sick leave effective January 1, 2017. There is some transitional relief for employers of less than twenty-five persons. Also, the minimum wage in Santa Monica will rise to \$10.50/hour on July 1, 2016. If you're a Santa Monica employer, call Cheryl Chong at Ext. 218 (email: cheryl@piasc.org) for full info.

Send Them Home

It happens that an employee reports for work in a condition that suggests that they are in an impaired state likely through the use of drugs and/or alcohol. Permitting them to start work is a grave risk to themselves and others, so the correct course of action is to send them home with an instruction that they may not return to work until they are sober and can work safely. It would be prudent to give them a written warning on their return that a repeat of the incident would be cause for termination. If they have an abuse problem, it would be wise for them to seek outside assistance, but it is unsound for the employer to attempt to provide it as they are usually not qualified.

Thought for the Week

Children seldom misquote you. In fact, they usually repeat word for word what you shouldn't have said.

Upcoming National Events Calendar 2016-17	6/7-6/8	Print's Voice 16	Washington, DC	Lisbeth Lyons	202-627-6925	llyons@printing.org
	7/10-7/13	Affiliate Summer Conference	Niagara on the Lake, Ontario Canada	Tim Suraud	314-962-6780	tim@pmastl.org
	9/25-9/28	Graph Expo 16/Premier Print Awards	Orlando's Orange County Convention Center	Mike Packard	412-259-1704	cprice@printing.org
	10/19	Franklin Luminaiere Awards	Chelsea Piers, New York, NY	Kim Tuzzo	716-691-3211	ktuzzo@pialliance.org
	12/3-12/6	Color Conference	The Point Hilton Sqaw Peak Resort, Phoenix, AZ	Julie Shaffer	412-259-1730	jshaffer@printing.org
	2017					
4/23-4/26	Continuous Improvement Conference	Pittsburgh, PA	Jim Workman	412-2591782	jworkman@printing.org	

For more information on any of the following events, go to www.piasc.org.

PIASC June-August Activities

<p>July 5</p> <p><small>Register at right</small></p>	<p><small>Event Number-</small> BWB</p> <hr/> <p>7:30 a.m.</p> <p>Cost: \$5</p> <hr/> <p>Location: <small>see locations at right</small></p>	<p>BREAKFAST WITH BOB Contact: Emily Holguin, Ext. 262, emilyholguin@piasc.org</p> <p>OK, WE SELL PRINTING, BUT THEN...</p> <p>We're all about ink on paper—that's our thing and we're really good at it. Actually, we're a lot better than we used to be and we're getting better and faster (and cheaper) all of the time. But what about all of the other possible business communications needs of our clients—</p> <ul style="list-style-type: none"> • How about print that we don't produce but they need? • How about mailing? • How about data manipulation for variable for personalization? • How about distribution of the client's products? • How about a store front for easy ordering? • How about web site development and hosting? <p>Many growing firms are doing these things now and discovering that they build sales and, better still, client loyalty. Join us at these breakfasts to learn how you can move forward.</p> <p>Check the box(es) below to register for any of these additional upcoming Breakfast Meetings:</p> <p><input type="checkbox"/> July 5th – <i>Mimis Café • 10909 Foothill Blvd. • Rancho Cucamonga 91730</i></p> <p><input type="checkbox"/> July 6th – <i>Green Street Restaurant • 146 Shoppers Lane • Pasadena 91101</i></p> <p><input type="checkbox"/> July 7th – <i>Brent's Deli • 19565 Parthenia Street • Northridge 91324</i></p> <p><input type="checkbox"/> July 19th – <i>Mimi's Cafe • 17231 E. 17th St. • Tustin 92780</i></p> <p><input type="checkbox"/> July 20th – <i>Norm's • 11001 West Pico Boulevard • Los Angeles 90064</i></p> <p><input type="checkbox"/> July 21st – <i>West Bistro (Formerly Breakfast Club of LB) • 3900 Atlantic Ave. • Long Beach 90807</i></p>
<p>June 7</p> <p><input type="checkbox"/></p> <p><small>Check here to REGISTER</small></p>	<p><small>Event Number</small> CCR</p> <hr/> <p>8-9:00 a.m.</p> <p>Cost: FREE!</p> <hr/> <p>Location: <small>on your computer</small></p>	<p>CONFLICT RECOGNITION AND RESOLUTION WEBINAR <i>FREE Webinar from New Horizons Computer Learning Centers</i> Contact: Kristy Villanueva, Ext. 215, kristy@piasc.org</p> <p>Knowing how to recognize, understand and intervene effectively in conflict situations with peers, clients, managers, staff and others is a critical career-enhancing and career-saving skill.</p> <p>The webinar, based on information contained in the ITMLP Certification Boot Camp, outlines the causes of workplace conflict, specific areas of contention for IT professionals and ways to help you effectively deal with these difficult situations. Visit www.piasc.org/webinars.html for full listing of this and other FREE webinars from New Horizons.</p>
<p>June 8</p> <p><input type="checkbox"/></p> <p><small>Check here to REGISTER</small></p>	<p><small>Event Number</small> CPR</p> <hr/> <p>8 a.m.-1 p.m.</p> <p>Cost: \$60/ member \$90/non-member</p> <hr/> <p>Location: <small>PIASC Training Room 5800 S. Eastern Ave, #400 Los Angeles, CA 90040 Inside B of A Building</small></p>	<p>CERTIFIED FIRST AID AND CPR TRAINING <i>Includes Bloodborne Pathogen Training!</i> Contact: Emily Holguin, Ext. 262, emilyholguin@piasc.org</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 www.piasc.org/CPR 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.

Other Industry events	7/2	Independence Day Celebration	International Printing Museum, Torrance	Mark Barbour	www.printmuseum.org
	8/13	Boy Scouts Merit Badge Day	International Printing Museum, Torrance	Mark Barbour	www.printmuseum.org
	10/1	L.A. Printers Fair	International Printing Museum, Torrance	Mark Barbour	www.printmuseum.org
	11/19	Boy Scouts Merit Badge Day	International Printing Museum, Torrance	Mark Barbour	www.printmuseum.org
	6/16	AIGA-OC June MIX	Sandle Ranch Chop House, Costa Mesa		www.orangecounty.aiga.org/events
	6/29	AIGA-OC July Field Trip	PacSun, Anaheim		www.orangecounty.aiga.org/events
	8/25	AIGA-OC August Field Tril	Blizzard Entertainment, Irvine		www.orangecounty.aiga.org/events

June
21

Check here to REGISTER

Event Number
ROER

11:00 a.m.
Cost: FREE!

Location:
on your computer

REVISED OVERTIME-EXEMPT REGULATION: YES, YOUR COMPANY IS IMPACTED!
FREE Webinar from Printing Industries of America
Contact: **Kristy Villanueva, Ext. 215, kristy@piasc.org**

On May 18, the Department of Labor released a final regulation that revises the overtime-exempt regulation. The changes primarily focus on the new salary threshold (\$47,476, effective 12/1/2016), however, there are other changes that employers must be aware of in order to be in compliance. Printing Industries of America's HR expert, Jim Kyger, explains what you must know about these regulation changes.

July
2

Check here to REGISTER

Event Number
IPMIDC

10 a.m.-4 p.m.
Cost: \$15 / person group rate of \$50 (up to 4 people)

Museum Members \$12 per person group rate of \$40 (up to 4 people)

Location:
*Int'l Printing Museum
315 W. Torrance Blvd.
Carson, CA 90745*

INTERNATIONAL PRINTING MUSEUM INDEPENDENCE DAY CELEBRATION
Contact: **Mark Barbour, 310-515-7166 mail@printingmuseum.org**

Celebrate the 4th of July at the Printing Museum's annual Independence Day Celebration event with our Founding Fathers, otherwise known as The Confounding Brothers! Ben Franklin, John Adams, and Thomas Jefferson will give a humorous and thought provoking account of the creation of The Declaration of Independence and how our nation came to be.

The day's festivities include special working tours of the Printing Museum collections, including the opportunity to print your own Declaration on Franklin's colonial press. Bring a blank t-shirt and help screen print it with a patriotic image.

Your admission includes a lunch of Freedom Dogs and American Apple Pie in Madame Brillion's French Garden de Liberte. Activities for the whole family are throughout the day in the Museum galleries.

In the Museum's Heritage theater there will be the entertaining show "The Confounding Brothers" written and performed by our own Phil Soinski (aka B. Franklin). Franklin, Jefferson, and Adams lightheartedly examine the events leading up to this day of Independence. With limited seating, the show requires advanced reservations. Plan for a 2-3 hour total visit both before and after your show. The show is suitable for ages 10 and up.

NEW DATE!

July
23

Check here to REGISTER

Event Number
E2SC

8am-4:30p.m.
Cost: \$90/member, \$40 add'l same co. \$140/non-member

Location:
*Fullerton College
Printing Department
Building 900
321 E Chapman Ave.
Fullerton, CA 92832*

ESSENTIALS TO SUCCESS CONFERENCE
Evolving Your Current Print Customer
Contact: **Emily Holguin, Ext. 262, emilyholguin@piasc.org**

Plan to attend PIASC's Essentials to Success—a one-day conference that will give you the tools you need to not only retain your current customers but also nurture and help them grow with you.

Who Should Attend: Print communications business owners and managers with 25 or less employees. Topics covered will include the following:

- Find out where we are as an industry in California
- Gain tools to engage with your customers regularly
- Get your current customers to buy more print
- Learn organizing tools from a fellow printer!
- And much more.

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Make A Decision

A manager's job is making decisions. Knowing the buck stops with you can be intimidating, because the decisions you make can have an impact on many other people. Fortunately, you can improve your ability to make sound, guilt-free decisions with these tips:

- **Consider your needs first.** You're not being selfish by determining which of your choices is in your best interest. Just challenge yourself to be honest. If a particular decision will further your career goals but undermine your boss, that decision isn't really in your best interest. The decisions that are in your best interest are the ones that elevate you as a person and allow you to maintain your integrity.
- **Seek limited counsel.** When faced with a difficult decision, privately seek advice from an expert on the topic or from a personal mentor whose guidance you value. But don't ask anyone and everyone what you should do. Other people have their own agendas, which may conflict with your best interests and those of your department. Moreover, wringing your hands and begging for help undermines your leadership credibility.
- **Forget "what if?"** Many people put off making decisions unless they can know in advance exactly what the outcome will be. They vacillate until someone or something steps in to finally settle the matter. Gather

the relevant data, make an informed choice, and don't second-guess yourself.

- **Own your mistakes.** When your decisions prove wrong—which occasionally happens to even the wisest decision-makers—accept responsibility for them. Don't try to lay the blame at someone else's feet. Accept defeat with dignity, and strive for better results next time.

Writer's Block Cure

If writing is a chore for you—either because you're a perfectionist or because you lack confidence in your language skills—try this exercise: Cover your computer screen with a sheet of paper and type. This prevents any attempts to edit your work as you go and getting stuck or lost in thought while making changes. All of your focus will be on the ideas you want to convey—and not split between those ideas and the manner in which you're presenting them. Keep writing until you've covered everything you have to say on the subject. Then come back later to proofread and edit.

Save On UPS

185 PIASC member firms saved thousands on their UPS shipping costs in the 1st quarter of 2016 by using our members only discount program. To find out more and get started, go to www.piasc.org then, Member Discounts and click on UPS.

See our e-Classifieds section on the web at www.piasc.org.



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Printing Industries Association of Southern California

Affiliated with Printing Industries of America, Inc.



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