

Wow! What a Night!

On Friday, April 13, PIASC held its annual Graphics Night at the Pacific Palms Resort in the City of Industry. Over 350 attendees were on hand to celebrate the ideas, solutions and achievers of 2018. Based on the feedback we have received, the evening was a tremendous success.

The evening featured a variety of firsts. This was the first time...

- PIA's National President was in attendance. Michael Makin mingled with members, celebrated the honoree and showed his support for PIASC.
- A state legislator was in attendance. Assemblywoman Blanca Rubio, representing the 48th District, joined us for the cocktail reception.
- Awards were presented in six new Print Excellence Awards specialty categories: Best Design, Best Use of Paper, Best Execution of Ink, Best Crossover, Best Packaging, Best Combo Print and Finishing.
- Live music for the cocktail reception and dinner featured a five-person jazz band from Citrus College.
- Lou Caron gave his first official President's speech. His message: PIASC is an extension of your business.

Graphics Night began with a hosted cocktail reception. As always, a highlight was the display of the top two entries in each category of the Print Excellence Awards, and the opportunity to cast a vote for one outstanding entry for the People's Choice Award.

During the cocktail hour Assemblywoman Rubio met privately with Jack Stoughton, Jr., and presented him with official recognition from the Legislature congratulating him on his selection as PIASC's Executive of the Year.

After everyone moved into the banquet room, Peter Young, PIASC's Chairman of the Board, officially welcomed everyone to Graphics Night. After guests enjoyed a delicious dinner, PIASC President Lou Caron presented the Executive of the Year award to Jack Stoughton, President of Stoughton Printing Company. Jack was selected for this honor because of his tireless work on behalf of the printing and graphic arts industry, and dedication to education in and about our industry.

This presentation was followed by the highlight of the evening, the presentation of the 2018 Print Excellence Awards by Janet Green, the PIASC Board's Public Relations Chair. Over 60 awards were presented to the "Best of" winners in each category, ranging from Presentation Folders to Large-Format Printing.

The top Print Excellence Award winners were...

Best of Show:

Queen Beach Printers, Inc. for "Farmers & Merchants Bank 110 Year Commemorative Book"

Sponsored by: Heidelberg USA

People's Choice Award:

Stoughton Printing Co. for "Golden Voyager Record"

Sponsored by: GMG Americas

Best Design:

D'Andrea Visual Communications for "FX-Versace"

Best Use of Paper:

Design Printing for "30 Years of Saving Souls"

Best Execution of Ink:

Design Printing for "Cedars-Sinai Board of Governors Gala"

Best Crossover:

Lithographix, Inc. for "2018 Alfa Romeo Spider Brochure"

Best Packaging:

Edelmann Group for "Box of Sexy-Ferris Wheel"

Best Combo Print & Finishing:

Stoughton Printing Co. for "Portal - Original Soundtrack"

A complete list of the winners is available at www.PIASC.org/printexcellence/2018winners.

After the awards presentation the celebration continued until midnight with dancing and socializing in a comfortable "lounge" area. "Kristy and her team put on an incredible evening," says Lou Caron, "and we were so pleased to see so many members, vendors, educational facilities, insurance provider companies and preferred partner companies there to enjoy it."

Printing Industries Credit Union: A Better Way to "Bank"

At PIASC we often describe the Printing Industries Credit Union (PICU) as a "way to offer your employees a valuable benefit at absolutely no cost to you." Which begs the question: What is it that makes this benefit so valuable?

The answer is that Credit Union membership can truly help your employees make their hard-earned money go farther. As compared to what's available for consumers at a traditional bank, PICU members can...

- **Earn more** – Enjoy a higher interest rate on their deposits.
- **Pay less** – Get a lower interest rate on their auto loans, personal loans, home equity loans and credit card debt.
- **Qualify for loans** – Work with a lender that looks at more than just the credit score, increasing the chances that members will be able to borrow needed funds.
- **Avoid fees** – Take advantage of lower account-related fees, and lower balance requirements for eliminating some of these fees completely.
- **Get special discounts** – Save with discounts on theme park admissions, cell phone service and more.

Plus, banking with the Credit Union is extremely convenient. Members can...

- **Bank near home or work** – Benefit from PICU's membership in a nationwide network of over 5,600 shared branches with other credit unions, including dozens in L.A., Orange and Riverside Counties. Members can do any of their banking at any of these offices. Plus, there are over 30,000 ATMs across the country that members can use free of charge.
- **Use a mobile app** – Do just about anything that can be done in the branch or online from a mobile device. Transfer money, check on balances, deposit checks (this feature coming this summer), or even apply for a loan.

Why is the Printing Industries Credit Union able to offer so much more? Because it is a not-for-profit cooperative that is owned by its members...and its members are those who hold accounts there. So instead of being beholden to shareholders and Wall Street, PICU's mission is strictly to serve its members, i.e. those who deposit money there.

Just how much can PICU members save on loans?

While rates are always subject to change and may vary based on the individual's circumstances, the following example illustrates the difference that PICU can make for a family's budget.

According to a monthly survey completed by the Credit Union, in March 2018 the average auto loan interest rate was 2.99 APR at PICU and 4.44 APR at the major national banks. For a typical \$20,000 60-month auto loan this translated into a \$359.32 monthly payment for PICU members, versus a \$372.32 monthly payment elsewhere—savings that add up to \$800 over the course of the loan.

Who qualifies for PICU membership?

All employees of PIASC member companies, as well as their immediate families, are eligible for membership in PICU. Once a person joins, their membership lasts as long as they maintain their accounts in good standing. Your employees and their family members can be PICU members for life, regardless of where they live or work. To learn more, visit www.printcu.org.

Can You Refuse to Print Something You Find Objectionable?

You quoted a job for a new client for “posters” or “brochures” or “direct mail letters” or whatever, without any knowledge of the content. Now that you won the job and the files have come in, you’re shocked to see what you’re being asked to print. From your perspective the content is downright objectionable.

Now what? Is this like the pending Supreme Court case, where the baker may be told he cannot refuse to make a wedding cake for a gay couple? Or can you politely tell this client to take their business elsewhere?

The answer depends on the circumstances

Who is the customer, and why are you refusing services?

If you refuse services to a customer that is in a protected class, they may have grounds for suing you. This group includes people who are protected by the Civil Rights Act of 1964 and the Americans with Disabilities Act. You cannot discriminate against a customer based on race, religion, gender, national origin, age or disability (whether mental or physical). In these cases it is legally safer to do the job. If, for example, a church asks you to print a poster declaring that “Jesus is the Lord,” you cannot object because you are an atheist.

On the other hand, if the customer is a person or organization that is not in or related a protected class, you can generally refuse services. This may include, for example, a Nazi group that wants to print hate messages, a political group that wants to print anti- or pro-abortion messages, or a company that wants to print pornography.

When in doubt, consult your legal counsel for advice.

HR Records You May Not Realize You Need to Keep

Have 15 or more employees? You may be in for a surprise. If you are using tests or other selection procedures as a basis for any employment decision (including hiring, retention, promotion, transfer, demotion, dismissal or referral), Title VII requires that you make and keep records regarding the potentially discriminatory impact of this.

Specifically, you have to keep records of these selection procedures based on the applicant's or employee's identifiable race, sex and ethnic group, in order to be able to demonstrate that the selection procedure is valid and non-discriminatory. If a complaint is ever filed with the EEOC, it is up to the employer to demonstrate the validity of the associated selection procedure.

What types of tests and selection procedures are covered by this? Pretty much all, including everything from cognitive, physical and personality tests to sample job tasks, medical exams, credit checks, English proficiency tests and more.

Action item: Eliminate any selection procedures that are not actually necessary for your evaluations, then apply any procedures that you keep uniformly. If you are not already tracking and maintaining this data, start doing so immediately. Periodically analyze this information to see if your selection procedures seem to have a negative impact on people of a specific race, ethnicity or gender—and take action if they are.

Government & Legislative

EEO-1 Survey Filing Deadline Extended Again

The Equal Employment Opportunity Commission (EEOC) has granted another reprieve regarding the filing deadline for the 2017 EEO-1 reports. After previously extending this deadline to March 31, 2018, they have now moved the deadline back again to June 1, 2018.

EEO-1 reports are required for private employers with 100 or more employees, as well as federal government contractors or subcontractors with 50 or more employees and a contract/subcontract of \$50,000 or more.

Action item: To begin the filing process, click the login button at <https://www.eeoc.gov/employers/eeo1survey/>.

On Our Radar

Recently added to the list of proposed regulations and other issues that we're following:

- Regulating healthcare prices – AB 3087 would create a state commission to set the amounts accepted as full payment for healthcare services and procedures by health plans, hospitals, physicians, physician groups and other health care providers. Unfortunately, the bill does not do anything to address the underlying issues driving the rise in healthcare costs.
- Yet another leave of absence requirement – AB 2366 would require employers to provide leaves of absence to employees who are victims of sexual harassment, sexual assault or domestic violence—as well as their family members (with a broad definition of who qualifies as a “family member”) who want to take time off from work to provide assistance to these victims.
- Controlled substance Rx forms – AB 1753 would reduce the number of printers approved to print prescription forms for controlled substance prescriptions from about 40 currently to just three statewide.
- More time to file complaints – AB 1870 would extend the period during which employees can file complaints with the California Department of Fair Employment and Housing alleging unlawful employment practices, such as harassment or discrimination, from one year to three years.