

Workplace Harassment Prevention Training

As we have previously reported (see <http://bit.ly/harassment1>), last year Governor Brown signed SB 1343 into law. Starting in 2019, employers with just five or more employees must provide two hours of sexual harassment prevention training to supervisory employees, and one hour of this training for nonsupervisory employees, every two years. Supervisors must receive this training within six months of becoming a supervisor, and non-supervisory employees must receive this training within six months of their hire date. Starting in 2020, the law will also apply to temporary and seasonal employees.

The training must include harassment based on gender identity and sexual orientation. It must include practical examples of such harassment. And it must be provided by trainers or educators with knowledge and expertise in those areas.

Compliance options

PIASC members have a few options for presenting the mandated Workplace Harassment Prevention Training:

- **Hire PIASC’s specialist to conduct the training** – Dennis Bernstein, Vice



President of Commercial Insurance and Cheryl Chong, Director of Human Resources, can conduct on-site training sessions at your facility. Call 323.728.9500 to schedule your next training.

- **Get a discount on unique, high-quality online training** – Traliant, a PIASC Preferred Partner, offering our members a 20% discount on sexual harassment training. Best of all, they use an inter-

active approach that takes training from “boring” to “brilliant.” Their Hollywood video production team creates high-quality interactive videos with real-world scenarios, where viewers pick what happens next. Which means your employees are engaged throughout the course—not just clicking the “next” button.

Traliant’s mobile-optimized, bite-sized episodes are a perfect fit for the

way people learn today. And each year they revamp their courses with new videos, actors, images and content. So your team members won’t be annoyed that they have to watch the exact same thing every time.

To get started, visit <https://www.traliant.com/partners/piasc-preferred-training/>.

- **Use the DFEH’s online program (eventually!)** – SB 1343 requires the Department of Fair Employment and Housing (DFEH) to produce and post one-hour and two-hour interactive online training courses that employers may use instead of hiring a trainer. However, the DFEH does not anticipate that this will be available until late this year. In the meantime, they have published a “toolkit” at <http://bit.ly/TrainingToolkit1> that includes a sample training that can be used in conjunction with an eligible trainer.

Whatever you choose, do not delay, and do not wait for the DFEH’s program to become available before you present your first training. The six-month clock is ticking!

TECHNICAL & TECHNOLOGY

One of the benefits of membership is the technical expertise provided by Printing Industries of America. Our technical experts from the Center for Technology and Research discuss common production problems and issues. The Center for Technology and Research helps members with environmental, health, and safety concerns; consulting and on-site technical assistance; and technology training.

Q. How can ink mileage be increased on a press?

A. The amount of pigment in the ink will have the greatest effect on ink mileage. Pigment is the most expensive ingredient in ink; typically, less expensive inks with less pigment will have poorer mileage. Paper coatings keep more of the ink on the surface and tend to require less ink. Any condition on the press, including ink/water balance and printing pressures that cause the press operator to run a heavier ink film, will increase ink consumption. Theoretically, the best lithographic printing occurs with just enough fountain solution to keep the plate from scrumming and just enough ink to print the required solid ink density. GCR (Gray Component Replacement) can also reduce ink consumption of process colors by making the black separation heavier and reducing the amount of ink used by the CMY separations to create grays.

Q. I’ve decided to move my commercial printing operation to a new building. What should I take into account when evaluating buildings?

A. That’s an easy answer for us, since we’ve helped many companies move to new locations. Here are some of the items that can get overlooked:

- Examine the electrical capacity. Most print operations require 480 volts/3 phase/1,200–1,500 amps with some circuit breakers that can support 200 and 400 amps for main press drives.
- Inspect the lighting system, since many old fluorescent lighting fixtures are now obsolete and there are EPA restrictions on the disposal of the 6-foot bulbs.
- Check the spacing of the vertical roof support beams. They should ideally be 40-to 50-foot centers to permit optimum spacing layouts of the planned plant equipment installations.
- Have a roof inspection performed to spot areas of leaks and HVAC penetrations, and whether the roof is silver painted to reflect the sun.
- Consider the costs of lowering ceilings to optimize the required climate control for inkjet and other digital presses.

BUSINESS & MANAGEMENT

Establish Business Relationships with Confidence

Are you concerned about current or potential clients paying on time? How about suppliers delivering on time?

Make informed decisions and reduce your risk of doing business with Experian’s SmartBusinessReports – the reliable source of business credit reports.

Current payment behavior is a good indication of whether you will get paid and when. It helps you determine credit terms and required down payments. In the end, it will save you time and money. It might even help you avoid the effects of bankruptcies.

Experian’s SmartBusinessReports gives you the most current overview of a business’s payment behavior and public records, including collections, liens and judgments. Members have access to this at a member price.

To access business credit reports through your member benefits, visit www.piasc.org/members to login and click on Preferred Partners > Local Partners > Financial Health: Experian.

Need help logging into www.piasc.org? Contact Gloria Vargas, 323.728.9500, Ext. 207.

Are You Taking Full Advantage of the iLearning Center?



One of the many benefits of membership in PIASC is that this also includes membership in Printing Industries of America (PIA), the national graphic arts trade association. Your membership in PIA then gives you access to PIA’s iLearning Center (<https://www.printing.org/ilearning>).

Developed by and for the printing industry, the iLearning Center offers free courses for every member of your team. Topics include everything from print production, graphics and Lean manufacturing to sales, marketing, customer service and more. For example, current course offerings include:

- Basics of Cost Estimating
- Prepress Hardware, Software and File Formats
- Illustrator for Prepress
- Sheetfed Offset Lithographic Press
- Color Management Fundamentals
- Building a Data Plan for Variable Data
- Advanced Sales Training: Maximizing Profits Through Verticals
- SEO Basics
- And much more

To access these courses, you’ll need a PIA login, which is different from your PIASC login. To get login information, contact Gloria Vargas at 323.728.9500, Ext. 207, gloria@piasc.org.

GOVERNMENT & LEGISLATIVE

Providing Safety Toed Shoes for Lift Truck Operators and Other Employees



OSHA regulations require you to assess your workplace for hazards that can hurt employees. These hazards must then be eliminated or blocked from causing employee harm. An important part of this hazard assessment involves determining what (if any) personal protective equipment (PPE) is needed to effectively protect an employee. This includes assessing any potential hazards to employees’ feet.

Motorized lift trucks create a potential for foot injury. Although most of our clients have never had an employee experience a serious foot injury from either operating a motorized lift truck or working around lift truck operations, there is a potential for foot injury to occur from these plant operations. Where there is a potential for foot injury, safety toed shoes must be required.

California employers must provide any necessary safety shoes

Once you have determined that hardened-toed safety shoes are required for certain job functions, whose responsibility is it to pay for this footgear? Although Federal OSHA allows employers to require employees to buy their own safety shoes, this is not the case in California. California requires employers to provide the required safety shoes for their affected employees.

Some facts about this issue

In researching this article, I received input from Cal/OSHA Consultants for LA, Orange and San Bernardino Counties. In addition, in June 2019 I visited a long-time PIASC member’s plant to interview nine lift truck operators and

nine other plant employees who work in areas that have shared aisle ways and workspace with lift truck operations.

Based upon the above research, I am presenting the following facts regarding your plant’s need to provide and require safety toed shoes for your lift truck operators as well as production personnel who share aisle ways and workspaces with lift trucks.

1. Citations have been issued in warehousing operations where lift trucks and other employees share the same aisles and/or workspace. These citations are primarily being issued by “new” Cal/OSHA enforcement officers.
2. At least one employer has appealed their citation to the Appeals Board in Sacramento. After a three-day hearing, the citation was upheld 100% by the Appeals Board. Part of the employer’s appeal was the fact that no injuries had occurred from boxes falling off non-shrink-wrapped pallets, and therefore exposure was not proven. The Administrative Court Judge for the Appeals Board ruled that the OSH Act is preventative in nature and therefore evidence of actual injury is not necessary to uphold a violation. He said that although no injury has happened as a result of falling boxes, this does not disprove exposure to a potential hazard.
3. Many plant personnel see the need for safety toed shoes. In my interviews,

eight employees indicated they had either personally experienced or saw someone experience one or more of the factors that would justify hard toed shoes, either at their current plant or at a prior place of employment. These factors include stubbing toe on a pallet, heavy object falling on a foot, forklift or pallet jack rolling over a foot, and a load or part of a load coming down on or near feet.

If you have lift trucks in your plant, here is what I recommend...

- **Provide safety toed shoes** – Secure comfortable safety toed shoes for your lift truck operators as well as other plant employees who share aisle ways and workspaces with lift trucks. These shoes should at least meet the requirements of ASTM F2412-05 and ASTM F2413-05. This will protect your employees and preclude the possibility of receiving a Cal/OSHA citation for non-compliance. I checked the Timberland website, and they have both men’s and women’s shoes at \$110.00 each that meet the now-higher ASTM Standard of ASTM F2412-11 and ASTM F2413-11. Although these shoes are relatively light weight, their composite alloy toes will support up to 2,500 lbs. of compression pressure. The New Balance shoe website shows similar shoes at comparable prices that also meet the

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GOVERNMENT & LEGISLATIVE

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ASTM F2412-11 and ASTM 2413-11 requirements.

- **Create a written procedure** – You should also create a written standard operating procedure for all lift truck operators and personnel sharing the same aisles and work areas with lift trucks. Since pedestrians always have the right of way, you might have this procedure say something like, “Lift trucks will always stop 15 to 20 feet away from any pedestrians in a shared aisle, and allow the pedestrians to pass by at least 15 feet beyond the lift area before the lift truck proceeds.” This will lessen the possibility of loads being dropped or coming off pallets near people’s feet, and it will preclude accidentally running over a foot.

If it is feasible to have separate aisle ways for lift trucks and pedestrians, especially with barriers to protect the pedestrians, then the potential hazard to pedestrians would be greatly reduced.

Source: John Holland, Assured Compliance Solutions, 800.280.5415, www.complianceanswers.com

HUMAN RESOURCES

New NLRB Decision Reinterprets Union Access on Employer Property

The National Labor Relations Board reversed its interpretation of the National Labor Relations Act and stated that employers may now deny access to union representatives in areas within the company that are generally open to the public, such as cafeterias and lobbies. This reverses a 38-year policy that had allowed union reps access to employees in these public or public-like areas. The NLRB decision is based on a case that involved a Pennsylvania hospital where the Service Employees International Union was talking to employees who were eating in the cafeteria about organizing. The SEIU was also display-

ing union flyers and pins. Relying on a non-solicitation policy that is enforced, the hospital security staff escorted the SEIU representatives from the building after they refused to leave upon request. The union brought a case that has worked its way to the NLRB, which issued its decision in June. Employers may now want to revisit policies that allowed union representatives into public or public-like spaces. Note that the rules for employees, however, remains the same. 1) employers may continue to restrict employees from distributing union materials during working time and in working areas; 2)

non-solicitation policies must be applied uniformly, so if solicitation is banned, that must be enforced in union and non-union situations; 3) the “remote” rule continues to apply—if an employer is so remote as to make communication between the union and the employees unreasonable, the union may participate in organizing activity on the employer’s property.

For questions about this or other HR issues, please contact Adriane Harrison, VP of Human Relations at Printing Industries of America at 800.910.4283 or aharrison@printing.org.

HEALTH

Keep Your Family Safe from Heat Illness This Summer

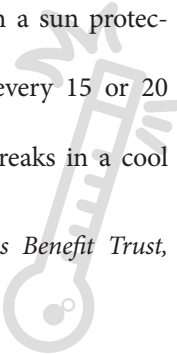
As summer approaches and the number of hot days increases, pay attention to the temperature gauge and how long your kids are playing in the sun. Heat illness kills hundreds of Americans every year. In fact, it is the number one weather-related killer. Heatstroke is also the top cause of exercise-related deaths among high school students. However, this doesn’t mean you should keep the kids indoors during the summer. There are steps you can take to reduce the chances of getting heat illness—and most of it just plain common sense.

What you can do

- Preventing heat illness among children and teens is difficult because they often do not recognize the symptoms. Here’s what you can do to protect them when they are outside in the summer:
- Plan activities around cooler times of the day, such as before 10 a.m. and after 4 p.m.
 - If your child is an athlete, counsel them not to push through when they are having a hard time in the heat or if they are getting thirsty. The days of playing tough when it’s hot are over

- after countless teens have died on the football field in August and September.
- Wear lightweight, light-colored and loose-fitting clothing.
 - Wear a hat.
 - Wear sunscreen with a sun protection factor (SPF) of 30.
 - Take water breaks every 15 or 20 minutes.
 - Take frequent rest breaks in a cool and shady area.

Source: Printing Industries Benefit Trust, Lifelines, June 2019



CONTACT US

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- Cheryl Chong, Human Resources
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Upcoming Events



WEBINAR: What We Can and Can’t Do with Employment Background Screening
Tuesday, August 20, 2019
11:00 am – 12:00 pm PDT

Sign up for this upcoming webinar where Cody Farzad of Employers Choice Online will be discussing the good, the bad and the ugly of employment background screening. Be up to date on current laws and what is allowed and not allowed specifically in California. We’ll also focus on what employers should be mindful of when conducting new hire background checks. We will discuss:

- Ban The Box / Fair Chance Acts
- Salary History Bans
- Social Media Searches
- Compliant Disclosures / Authorizations

Employers of any size and location will benefit from this webinar. Don’t miss this FREE member-only webinar with Employers Choice Online, Inc., our preferred partner. Log in and be prepared to interact by asking questions.

Contact Emily Holguin at 323.728.9500, Ext. 200, or emily@piasc.org or visit www.piasc.org/events to register.



WEBINAR: Like a Pro: How to Analyze an M&A Opportunity
Tuesday, August 27, 2019
11:00 am – 12:00 pm PDT

The print industry is ever-evolving and as a result, M&A transaction structures for companies within the industry are constantly shifting. If selling or merging has crossed your mind, you need to make sure you’re familiar with the most up-to-date options and prioritize the creation of a sale or acquisition strategy before you do anything else.

In this webinar M&A expert Joe Polanco of New Direction Partners, will talk about:

- Thinking and Preparing to Buy or Sell – From an Owner’s Perspective
- Understanding Value in Current Trends
- Learning Lessons from Others’ Mistakes
- Knowing What’s Attractive (and What’s Not) to Buyers

Who should attend?
CEOs, Owners and Presidents

To register contact Emily Holguin at 323.728.9500 Ext. 200 or emily@piasc.org, or visit www.piasc.org/events.

PIASC Events Calendar

AUG 20	WEBINAR: What We Can and Can’t Do with Employment Background Screening 11:00 am - 12:00 pm Online Contact Emily Holguin, Ext. 200 or emily@piasc.org
AUG 22	WEBINAR: PRINTING United: New Expo Opportunities & Industry Economic Update 11:00 am - 12:00 pm Online Contact: Kristy Villanueva, Ext. 215, kristy@piasc.org
AUG 27	WEBINAR: Like a Pro: How to Analyze an M&A Opportunity 11:00 am - 12:00 pm Online Contact Emily Holguin, Ext. 200 or emily@piasc.org

SEPT 10	WEBINAR: How to Get Paid On Time (Also Assuring Good Paying Customers Stay that Way) 11:00 am - 12:00 pm Online Contact Emily Holguin, Ext. 200 or emily@piasc.org
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SEPT 17	PIASC Paper & Substrate Show 5:00 pm – 9:00 pm Andrei’s Conscious Cuisine Event Center, Irvine Contact: Kristy Villanueva, Ext. 215, kristy@piasc.org
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For full list of workshops and virtual classes, please visit www.piasc.org/training.