

## Dell Joins PIA National Buying Program

Printing Industries of America (PIA) is pleased to announce that Dell, maker of laptops, workstations, monitors, servers, storage solutions and more, has joined its National Buying Program just in time for the holidays. PIA members can now save up to 40% off when using the Dell partnership program offered through PIA.

"We are thrilled to partner with the Printing Industries of America to offer our technology products and solutions to its members. PIA members can now receive healthy discounts on Dell's vast range of technology products, including our award winning world's #1 monitor brand and PC Magazine's Editors' Choice award winner and the smallest 13-inch laptop on the market, the sleek and stylish XPS 13," said Mobolaji Sokunbi, head of Strategic Partnerships and the Center for Entrepreneurship, North America Small Business with Dell. "We strongly believe that PIA and its diverse base of 6,000+ members will receive great value from this partner-

ship and can in turn get more done in their daily lives by repurposing the savings earned through this partnership."

"Dell is a great addition to our Buying Program partners. Not only can business owners take advantage of these amazing savings, they can also pass along the value to their employees as an added benefit just in time for the holiday shopping season," said Michael Makin, President

& CEO of Printing Industries of America.

The PIA discount is accessible only to PIA members through [www.printing.org/dell](http://www.printing.org/dell). For help in placing a small business order, please contact Sidney Duckworth [atsidney.duckworth@dell.com](mailto:atsidney.duckworth@dell.com) or (512) 513-0231.



## GOVERNMENT & LEGISLATIVE

### NLRB Now Requires E-Filing

Effective immediately (but with a grace period that extends through January 21, 2020), electronic filing is now mandatory for most types of filings in cases pending before the National Labor Relations Board (NLRB). This new requirement to submit items through the Agency's electronic filing system affects "all affidavits, correspondence, position statements, documentary or other evidence in connection with unfair labor practice or representation cases processed in Regional offices."

The NLRB has been working towards this objective for close to three years. The goal is to create a streamlined procedure for automatically storing documents that they receive, ensuring the integrity and accuracy of Regional office case files. It will also reduce the time their staff members must spend on processing documents.

## HUMAN RESOURCES

### IRS' 2020 Annual Limits on Qualified Retirement Plans

The IRS has announced the annual cost-of-living adjustments affecting dollar limitations for various compensation, benefit and contribution levels under qualified retirement plans. The following chart shows some of the changes from 2019 to 2020:

Item	2019 Limit	New Limit for 2020
<b>401(k):</b> Maximum employee elective deferrals to a defined contribution plan, including 401(k), 403(b) and 457(b) plans	\$19,000	\$19,500
• Additional Catch-Up Limit (for age 50+)	\$6,000	\$6,500
<b>SIMPLE:</b> Maximum elective deferrals to a SIMPLE IRA	\$13,000	\$13,500
• Additional Catch-Up Limit (for age 50+)	\$3,000	\$3,500
<b>401(k) &amp; Profit Sharing:</b> Maximum annual contributions to a defined contribution plan, such as a 401(k) or profit-sharing plan	\$56,000	\$57,000
<b>Compensation:</b> Maximum compensation taken into account under qualified plans for benefit calculations and nondiscrimination testing	\$280,000	\$285,000

### New Flexible Spending Accounts Notification Requirements

If your benefits packages include Flexible Spending Accounts (also known as FSAs, a type of "use it or lose it" account that lets employees use pre-tax dollars to pay for eligible expenses), the California legislature recently added to your workload with the passage of AB 1554. This law impacts health, dependent care and adoption assistance FSAs.

Effective January 1, 2020, each year you must provide plan participants with two notices, in two different forms, of any applicable deadline to withdraw their funds before the end of the plan year. These notices must be in at least two of the following five forms, only one of which may be electronic:

- Email
- Telephone
- Text message
- Postal mail
- In person

Because many FSAs have run-out periods that extend beyond the end of the plan year, this notice requirement might only apply when an employment is terminated or there is some other loss of coverage event. Guidance for this new rule—which might be pre-empted by Federal law for health FSAs—has not yet been issued.

Offer your benefits through PIBT? You'll get help with this notification requirement.

Being able to offer group medical plans and more through the Printing Indus-

tries Benefit Trust (PIBT) is one of the most popular benefits of PIASC membership. PIBT offers our members the ability to reduce their payroll taxes and Worker's Comp, and also offer competitive benefits that help attract and retain the best employees. This includes FSAs, a choice of dozens of group medical plans from top carriers and much more.

For the FSAs and a wide variety of other customizable benefits, PIBT works with TASC, the nation's largest private third-party administrator. TASC provides one convenient Universal Benefit Account platform that can be used to offer and manage everything from FSAs to premium reimbursement accounts, tuition reimbursement accounts and much more.

Both PIBT and TASC are known for providing an unparalleled level of service...all at no extra charge. For example, when issues such as coverage denials arise, PIBT staff will deal with the insurance company on the employee's behalf. And when laws such as AB 1554 impose notification requirements, TASC is there to help participating businesses comply with the law.

For more information about everything PIBT has to offer, visit [www.pibt.org](http://www.pibt.org) or contact Evie Banaga at 323.728.9500, Ext. 224 or [evie@piasc.org](mailto:evie@piasc.org).

## RISK MANAGEMENT

### Risk Management Checklist

Approximately 50% of mid-size businesses have experienced some type of business disruption over the past two years due to significant losses. It is essential that your business maintains a reliable risk management plan that can enhance your loss control strategies.

The following checklist will help you evaluate your current Risk Management Plan:

#### Operational Risks

Questions	Yes/No
Have the fire detection and suppression systems been inspected/tested by a qualified contractor in the last 12 months?	
Do you have any flammable or combustible liquids? If so, are they properly stored?	
Does your premise have clear and unobstructed walking spaces?	
Is your machinery properly guarded?	
Do you have a safe and controlled area to receive customers?	

#### Human Element Risks

Do you use background checks and employment history verification when hiring employees?	
Do you have a new employee training program in place?	
Is there an emergency evacuation plan? If so, has it been tested in the last year?	
Are employees properly trained in using personal protective equipment?	

#### Catastrophe Risks

<b>GENERAL:</b>	
Does your business have a Business Continuity Plan?	
<b>EARTHQUAKE ZONE:</b>	
Has your building been inspected recently?	

Are your windows protected from shattering?	
Is all the furniture properly secured to the floor and/or wall?	
<b>WILDFIRES ZONE:</b>	
Are all plants around the building fire-resistant?	
Has combustible exterior storage been minimized?	
<b>FLOOD ZONE:</b>	
Do you have a mitigation plan that includes sandbags, flood walls, etc.?	
Are your assets maintained at least one foot above the Base Flood Elevation?	
Do you have controls in place to prevent the release of chemicals/pollutants?	
<b>CYBER RISKS:</b>	
Do you have a Cyber Security Plan to prevent data breach?	
Is there a Breach Response Plan in case of a cyber-attack?	
Is your critical information backed up? Have you tested your ability to restore from this backup?	
Have your employees been trained on cyber security in the last 12 months?	
Are customer/vendor communications and cyber connections part of your Cyber Security Plan?	

It's not a question of whether your business will suffer from one of these losses; it is more a question of whether or not you have done everything you can to prepare.

Note: This is not a comprehensive checklist. It is meant to help you think about where your Risk Management readiness is currently and where it needs improvement. The Risk Management and Insurance Advisors of PIASC Insurance Services are ready to help you put a plan in place. For more information, contact them at 323-400-6705.

Source: PIASC Insurance Services, [www.piascins.com](http://www.piascins.com)



## BUSINESS &amp; MANAGEMENT

## Can You Provide Services to the Cannabis Industry?

Marijuana legalization has created a massive new industry in California. In addition to growers, the industry includes retailers, product makers and more. Since these new businesses all need printing services, we've been getting calls from members who want to know if it's "okay" to work with these companies.

We asked Walter J.R. Traver and Kenneth L. Perkins, Jr., from Musick Peeler Attorneys at Law, to address this issue for us. They looked at two specific questions:

- Do any laws or regulations prohibit doing business with the cannabis industry?
- Do any laws or regulations prohibit accepting cash payment for vendor services?

Here is what we learned...

**You can provide services to the cannabis industry**

Musick Peeler found no state or federal laws or regulations that apply to non-cannabis businesses that provide non-cannabis goods and services to the cannabis industry.

If your company is not engaged in any way in the growing, processing, distribution or consumption of cannabis, you can serve these customers.

**However, accepting cash payments can raise red flags**

Due to federal laws, most financial institutions will not knowingly conduct busi-

ness with anyone who is engaged in the cannabis business. Because of this, cannabis businesses typically operate on a cash basis.

Your business, of course, is free to accept cash, and there's nothing to prohibit your company from depositing that cash in a lump sum to your bank account. Once you do so, though, the bank may be required to flag that transaction. Under Federal law banks must file Currency Transaction Reports for cash transactions of \$10,000 or more; some banks voluntarily set a minimum threshold of just \$3,000.

The Currency Transaction Report requires information about the person conducting the transaction, including name, street address, Social Security number or tax ID number, and date of birth. It also reports the name of the holder of the account into which the cash is deposited, as well as the account holder's Social Security number or tax ID number.

Say a customer gives you \$10,000. Can you simply break this into four separate \$2,500 deposits to avoid the Currency Transaction Report? No. Federal law prohibits "structuring" cash transactions—i.e. making a series of smaller cash deposits to avoid the reporting threshold. DO NOT do this!

**You'll need a well-documented paper trail**

Naturally, the Currency Transaction Report can lead to an inquiry by the IRS

or other federal government agency. If this happens to you, you would need to provide a well-documented paper trail for the cash deposit.

If you decide to do business with cannabis companies and accept cash for the transactions, you should therefore be sure to maintain the following records, as this is what you will need to prove your case in an inquiry situation:

- Purchase order from the cannabis customer
- Shipping receipt, ideally signed by the cannabis customer
- Invoice to the cannabis customer
- A writing from the cannabis customer confirming payment in cash
- The bank deposit receipt

Of course, all of the numbers on these documents would need to match up!

**Your bank might close your account**

Here's another caveat: There is a chance that your bank will elect to close your account. All bank deposit account agreements contain language stating the bank's unilateral right to close an account at any time for any purpose. Depending on a particular bank's appetite for conducting cash transactions, there is the potential that this might happen to you.

Because of this, you might wish to have a conversation with your banker before you proceed.

## GOVERNMENT &amp; LEGISLATIVE

## On Our Radar

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

• **DOL proposes paperless retirement plan disclosures** – The U.S. Department of Labor (DOL) has proposed new rules that would allow any documents that must be furnished by a retirement plan under Title I of ERISA (except any document that must be furnished upon request) to be provided electronically on a website established for that purpose. The plan administrator would then need to provide notice in print to participants that the documents are available on the website. This proposed "safe harbor" would not apply to employee welfare benefit plans, such as plans providing group health or disability benefits. It also provides exceptions to those who opt out of this delivery method and/or do not provide an email address to the plan.

"PIASC opposes this proposed move from print to digital as yet another assault on print," states Lou Caron, PIASC's President/CEO. "In addition, numerous studies have shown that people find it much more difficult to comprehend complex documents when they are presented digitally versus with ink on paper. Retirement plan documents are by their nature confusing to many plan participants. Providing them digitally instead of in print will only compound this problem."

## CONTACT US

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## Upcoming Events

**Color Conference 2020**

January 11-14, 2020  
San Diego

In January, Printing Industries of America and SGIA are hosting the premier color event in the industry—COLOR20. We are continuously on the lookout for new speakers and topic ideas for this event. Our goal with COLOR20 is to deliver helpful, practical, real-world sessions to our conference attendees.

Contact: Jenn Strang, (412) 259-1810,  
jstrang@printing.com

**33rd Annual Surplus Drive to Benefit Graphic Arts Programs**

January 16-17, 2020  
Advantage, Inc., Anaheim

We want your extra paper! Donate your surplus paper and office supplies on January 16-17, 2020 to support our future workforce!

**How does this work?**

Every year, we ask industry members to donate their unused paper and office supplies to help supplement graphic arts programs that have extremely limited budgets.

**When and where are the supplies delivered?**

Thursday & Friday, January 16 & 17, 2020, 9:00 a.m. to 2:00 p.m.  
Advantage, Inc. 1600 N Kraemer Blvd.  
Anaheim, CA 92806  
R.A.I.S.E. Foundation staff will receive donations and hand out receipts.

**Are these donations tax deductible?**

R.A.I.S.E. is a 501(c)(3) nonprofit, charitable and educational foundation. Contributions from individuals and corporations may be deductible from state and federal income taxes.

Download the flyer at  
<http://bit.ly/surplusdrive20>

## HOLIDAY MESSAGE FROM PIASC



PIASC Board of Directors and Staff wish you, your teams and your families a wonderful holiday season. We thank you for being part of the largest local print association and look forward to making 2020 another great year with you.

The PIASC Offices will be closed on Tuesday, December 24th, Wednesday, December 25th and Wednesday, January 1st. The PIASC newsletter, Native.news, will resume on January 6th and the electronic newsletter, e-Flash, will return on January 15th.

## PIASC Events Calendar

DEC  
10**WEBINAR: Spot Colors and Expanded Gamut Printing**

11:00 am - 12:00 pm  
Online  
Contact: Maribel Campos, Ext. 210, maribel@piasc.org

DEC  
19**WEBINAR: So, You Want To Get Into Packaging –Part 2: Pathway To Success—CPG Focus**

11:00 am - 12:00 pm  
Online  
Contact: Maribel Campos, Ext. 210, maribel@piasc.org

DEC  
11**WEBINAR: 2019 Year-End Legislative Update: What's Good and What Could Hurt**

2:00 pm - 3:00 pm  
Online  
Contact: Maribel Campos, Ext. 210, maribel@piasc.org

JAN  
11-14**Color Conference 2020**

Hilton San Diego Resort & Spa  
San Diego, CA  
Register: <https://color.printing.org>

DEC  
14**Dickens Holiday Celebration**

10:00 am - 4:00 pm  
International Printing Museum  
Tickets: <https://www.printmuseum.org>

JAN  
16-17**33rd Annual Surplus Drive**

9:00 am - 2:00 pm  
Advantage, Inc.  
Anaheim, CA  
Contact: Kristy Villanueva, Ext. 215, kristy@piasc.org