

College, Employment and Reality

By Lou Caron, PIASC President/CEO

I recently had dinner with a young printing industry superstar in the making. During our meal, our conversation turned to college, work and work-life balance. I soon realized that when we take young people straight from college and throw them into the 8-to-5 world, there might be a problem.

First, they grew up in organized extra-curricular activities from elementary to high school. The days of pickup basketball, kickball and softball are long gone. Remember those days when you left the house, and you returned in time for dinner – or else – and you were always busy with your buddies dreaming up some type of game or competition? Well, all that's been replaced. Sports activities are now organized into competitive teams with travel ball groups that play ball all over the country. "Those days of rec ball and local Little League, or just going to the park and playing ball — those days are nonexistent. They're gone. Now, it's all about travel," says Rebecca Davis, executive director of the Atlanta-based



Youth Amateur Travel Sports Association.

Those not involved in organized sports have grown up playing with friends over the Internet with their game consoles. They play basketball, football and soccer with "friends" miles, and sometimes countries, away.

And, when these young people go to college, their days are filled with classes, homework, eating, sleeping, and throw in a party here or there and you have their 24/7. What happens when this student is all of a sudden thrown into

8-to-5? And what do they do with 5 to 8? Where is the "purpose" to be found in those hours? In my opinion, dead time without purpose leads to some unhappy people.

To answer these questions, I did what most people do, I Googled it. What a surprise! It turns out, I'm not the only one thinking about this "college to work" scenario. Many people, including a lot of young people, are wondering and misunderstanding what's about to happen to them.

Life After College

One of the big surprises that students and recent grads experience relates to money. They tend to overestimate how much money they'll make right out of college.

Students graduating in 2019 include the last of the millennial generation and the first of Gen Z. These individuals have grown up with billionaires like Mark Zuckerberg, founder of Facebook (age 35); Kylie Jenner, owner of Kylie Cosmetics (age 21); and John and Patrick Collison, brothers and co-founders of Stripe (age 28 and 30 respectively).

These grads are also intimately aware of numerous YouTube millionaires like 7-year-old Ryan, who makes \$22 million a year reviewing toys, and PewDiePie, who's worth over \$12 million. While not necessarily expecting to make billions or even millions, these graduates can have seriously unrealistic expectations when it comes to first-year earnings.

According to a recent study, the average undergraduate expects to make \$57,964

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HUMAN RESOURCES

New W-4 Form

The IRS released an updated W-4 form to be used starting on January 1, 2020.

Here are some key points:

- All new employees hired as of January 1, 2020 must complete the new form.
- Your current employees are not required to complete a new form, but can choose to adjust their withholding based on the new form.
- Any adjustments made after January 1, 2020 must be made using the new form.
- If an employee chooses not to adjust their withholding using the revised form, you can still compute withholding based on information from that employee's most recently submitted W-4.
- A new Publication 15-T, Federal Income Tax Withholding Methods, is set to be released by the end of December for use with the new 2020 W-4. This publication will include steps employers can take to determine federal withholding. When the publication is ready, it will be found at <http://bit.ly/publication15-t>.



What changed?

The 2020 W-4 is now a five-step process:

Step 1: Enter personal information.

Step 2: Indicate multiple jobs or if spouse works.

Step 3: Claim dependents.

Step 4: Make other adjustments, including adjustments for:

- Step 4(a): Investment and retirement income
- Step 4(b): Deductions other than the standard deduction
- Step 4(c): Any extra tax withholding per pay period

Step 5: Sign the form.

While the IRS is hoping these changes make the completion of the form easier, at first it may be a surprise to new employees. Therefore, you may want to consider emailing the form to the new employee in advance, or allowing them to take it home, rather than requiring them to complete it on their first day. If you typically have employees complete their W-4 through your human resources information system ("HRIS," such as Paylocity, ADP, etc.), the system should update automatically on January 1, but we recommend double checking to confirm this. Also, some employees may find a printed W-4 useful as reference the first time they complete the new W-4 in your system.

Got Questions? Contact Rodney Bolton at 323.728.9500 or email Rodney@PIASC.org.

Pregnancy in the Workplace: Beyond Leave

We recently wrote about the "Five Flavors of Maternity Leave in California" (see <http://bit.ly/maternity-article>). But the obligation to provide appropriate job-protected leave is not the only thing you need to be aware of regarding pregnancy in the workplace. Here are some other things to keep in mind, also.

You must make reasonable accommodations as needed

A pregnant employee whose pregnancy impacts her ability to perform her job duties can request accommodations under the Americans with Disabilities Act (ADA). While pregnancy itself is not considered a disability under the ADA, a variety of pregnancy-induced health conditions are.

Typical accommodations during pregnancy include:

- Flexible scheduling to attend prenatal appointments
- Flexible scheduling due to problems with morning sickness
- More frequent breaks to use the restroom
- More frequent breaks to rest, if her job requires frequent standing or movement
- Elimination of job duties that involve lifting heavy objects

You cannot impose accommodations that are not requested

While you must work with the employee when she requests accommodations, you cannot unilaterally decide that she can-

not do or be exposed to certain things because of her pregnancy. That is for your employee and her doctor to decide.

An attorney from the Equal Employment Opportunity Commission (EEOC) put it this way: "Pregnant women have the right to make their own decisions about working while pregnant, including the risks they are willing to assume. Companies must not impose paternalistic notions on pregnant women, as doing so can result in unlawful discrimination."

You cannot discriminate

Discriminating against pregnant employees is forbidden at the federal level for organizations with 15 or more employees, and in California for employers with just five or more employees. Discrimination against workers on the basis of pregnancy, childbirth or related medical conditions are all forbidden.

This means that you need to:

- Ignore pregnancy in hiring
- Ignore pregnancy in firing
- Avoid asking job applicants if they have children, plan to have children or plan to have more children
- Avoid harassing or discriminating against pregnant employees
- Avoid responding to announcements of a pregnancy with anything that can possibly be taken as harassment or discrimination, even if you say them with a smile and mean them as a joke. Examples include "I guess this means you'll want lots of time off" or "don't you dare quit after you take your maternity leave." *Continued on back*

BUSINESS & MANAGEMENT

New & Improved Wage and Benefit Report Released

The 2019 Printing Industries of America Affiliate Annual Wage and Benefit Survey is now available for purchase. The 2019 survey had 560 participating companies and includes reports on the compensation of more than 17,000 employees. It is the largest and most reliable industry wage and benefit survey on the market.

Purchasing the survey report enables you to access critical data on over 100 positions in management, office/administration, information technology, prepress, digital printing, press operations (sheetfed, heatset & non-heatset web), finishing/converting, flexo, bindery, mailing and fulfillment and warehouse/maintenance.

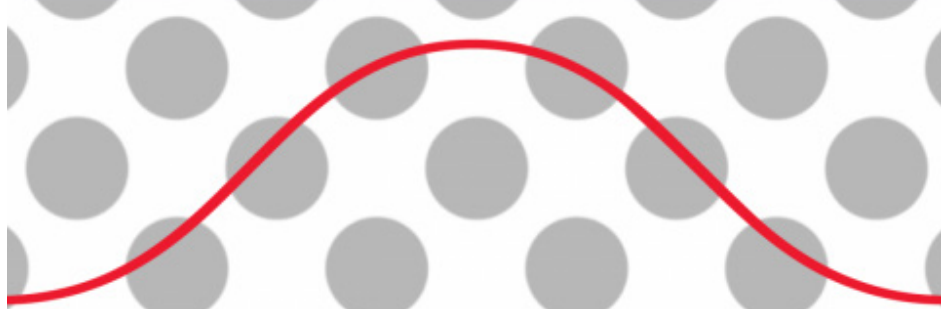
The wage section reports data by region and by company size. Data on human resources policies and benefits is also reported by region and company size.

Members who participated in the survey have already received a free copy of this report. Non-participating member companies can obtain a copy of the survey for \$250. The survey is only available for purchase by members. To obtain a copy, contact Erica at 323.728.9500 or Erica@piasc.org.

NATIONAL ASSOCIATION NEWS

Process Control Fundamentals

PROCESS CONTROL



FUNDAMENTALS

Instructor: Joe Marin

Process control means ensuring that a system is constant, predictable and continually operating at optimum performance with only normal variation. In the printing industry, process control is the cornerstone of any successful color-managed workflow. This course methodically covers all of the necessary tools, targets and techniques for successfully implementing process control in production workflow.

Time to complete: One hour for the course and knowledge assessments

You will learn:

- What process control is and why it's important for color management
- How to establish consistency in color viewing
- All about measurement devices and instrument standards
- Process control on press, including tools and requirements
- Process control in computer-to-plate, including tools and requirements
- Process control in proofing, including tools and requirements
- Implementation and getting buy-in and support from management and staff

To register visit www.printing.org/learning or contact Joe Marin, Vice President of Education & Training at jmarin@printing.org.

FEATURE ARTICLE

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one year into their career, while the national median salary is \$47,000 for bachelor degree holders with 0 to 5 years of experience. This holds true across most majors.

With the realization of less money and a high cost of living comes the fact that they will probably find themselves back home living with their parents. According to an article in MarketWatch, nationwide, the percentage of recent graduates moving back into their parents' homes has reached an all-time high of 28%. It's even worse in Southern California. In Riverside, the share of grads living at home stands at 51%. In Los Angeles, it's 38%. Living back home with mom and dad can have an "interesting" effect on a recent college grad's "extracurricular activities."

During my research, I came across an interesting article in Vice. For those of you over 40, Vice is a youth and young adult-focused entity in the digital communications space. I encourage you to read the article by Joel Golby entitled, "What Happens to You Immediately After You Graduate from College." In his article, Golby lists several "in your face" reality checks for recent college grads. In addition to making less money than expected and moving in with your parents, he mentions:

- Someone you hated will be doing better than you.
- You will start your first job, and your boss will be younger than you.
- You will realize that all the free time you ever had to achieve a creative en-

deavor truly is forever behind you.

- You will learn that being hungover at work is worse than being hungover in a lecture.
- You are going to lose a good year of your life to a sh*tty job that you hate.
- Things will get better, eventually!

Recent College Grads and the Printing Industry

My goal here is not to dump on the "sad" life of recent college grads. What is important is that employers who are looking for a "quality" employee understand that things have really changed since we graduated from college.

In 1987, there were 140 billionaires in the world. According to the Wealth-X Billionaire Census 2019, there are now 2,604 billionaires in the world. Also, consider that the top paid YouTubers of 2018 made between \$14.5 and \$22 million. These stats may account for some of the unrealistic salary expectations of today's graduates.

Now think about your company. Compare it to the workplace environment at companies that recent grads are exposed to like Facebook or Google.

Continue reading:

<http://bit.ly/college-reality>

HUMAN RESOURCES

Continued from front

Note, however, that the laws do not require you to provide any special treatment to pregnant employees. They just say that you cannot treat them differently than you treat other employees who have temporary disabilities.

You must provide lactation accommodations

Recently passed SB 142, which goes into effect on January 1, 2020, expands California employer's lactation accommodation requirements. You must provide a safe and clean lactation room (not a restroom) that meets specific requirements, such as being shielded from view

and free from intrusion, as well as access to a sink and refrigerator in close proximity to the employee's workspace. You must provide reasonable break time to express milk. And you must adopt and distribute a mandatory employer lactation policy.

That said, if you have less than 50 employees you may be exempt from these requirements if you can demonstrate an undue hardship. In this case, it is recommended that you consult an attorney to discuss how to prove this.

Action item: Need help with this? Rodney Bolton & his team are available for HR assistance. He can be reached at 323.728.9500, Rodney@piasc.org.

MISCELLANEOUS

Donnell Harry Montgomery • April 27, 1931 to November 19, 2019

It is with great sadness that PIASC announces the passing of Harry Montgomery, President of Typecraft, Inc., an active member of PIASC for 72 years.

With Harry's passing the world loses a true gentleman and a secular humanist. He was a lover of the arts, politics, design and, above all, family. Harry was preceded in death by his wife, DeEtte Bates Montgomery, 1975. He leaves behind his daughters Brynne Staley (David) and Megan Marble (Kevin); his five grandchildren; his cherished friend Patsy Ault; and his extended family at Typecraft, Wood & Jones. Respecting Harry's wishes, there will be no service. Instead, his family requests that those who knew him should please honor him by supporting the arts and political activism, listening to Bobby Short, spending time with loved ones and practicing a random act of kindness.



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Upcoming Events

Flexo Technology 2020

January 14, 2020

Fullerton College

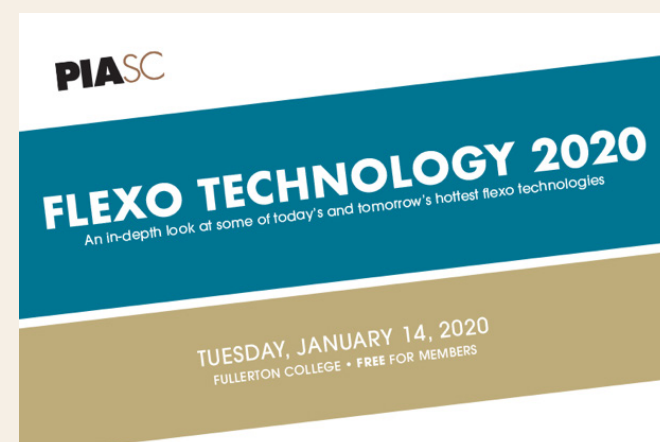
An in-depth look at some of today's and tomorrow's hottest flexo technologies
Presented by Esko in conjunction with PIASC and Fullerton College

You will learn:

- Trends in packaging
- Flexo Screening 2020
- Flexo Plate Exposure 2020
- Expanded Gamut 2020
- Proofing for Digital Presses

Free for Members!

For more information, download the flyer at <http://bit.ly/flexo2020>.



33rd Annual Surplus Drive to Benefit Graphic Arts Programs

January 16-17, 2019

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>



PIASC Events Calendar

JAN
8

WEBINAR: Can Credit Card Processing Fees be Reduced?

11:00 am - 12:00 pm

Online

Contact: Maribel Campos, Ext. 210, maribel@piasc.org

JAN
14

WEBINAR: Using Focused Design Tools for Wide Format Success

11:00 am - 12:00 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>

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

JAN
14

Flexo Technology 2020

9:00 am - 12:30 pm

Fullerton College

Register: www.piasc.org/events

JAN
22

DTC WEBINAR: It's All About the Apps

11:00 am - 12:00 pm

Online

Contact: Maribel Campos, Ext. 210, maribel@piasc.org

For full list of workshops and virtual classes, please visit www.piasc.org/events