

R.A.I.S.E. Foundation Contest Winners 2021

Every year, PIASC's R.A.I.S.E. Foundation provides grants to reward students who participate in its annual competitions. This year our contest was based on digital art, to make it easier for more students to participate. We are excited to present the winners of the 2021 competition...

Poster Competition

This project required high school students to design a poster about the "Do's and Don'ts of Mask Wearing." The poster was required to have the PIASC logo as well as the correct information from the CDC guidelines on how to properly wear a face mask. We asked students to get creative with the graphics, which had to reflect the proper and improper ways to wear a face mask.

Poster Competition Winners: El Camino Real Charter High School

- 1st Place – Love Corpus
- 2nd Place – Sofia Fisher
- 3rd Place – Nicole Silvestrov
- 3rd Place – Isabella Zamudio



Poster winner Brenna Nicole Reis (Brea Olinda High School), Logo winner Iliana Kikalo (El Camino Real Charter High School), Bookmark winner Jason Gutierrez (Montclair High School).

Poster Competition Winners: All Other High Schools

- 1st Place – Brenna Nicole Reis, Brea Olinda High School



- 2nd Place – Emily Oh, Brea Olinda High School
- 3rd Place – Averil Acacia, Brea Olinda High School

- 3rd Place – Robert Wooton, South Pasadena High School

Logo Competition

In this competition, high school students were asked to redesign the PIASC logo. This project focused on the student's design skills and understanding of specifications.

Logo Competition Winners

- 1st Place – Iliana Kikalo, El Camino Real Charter High School
- 2nd Place – Kate Decker, El Camino Real Charter High School
- 3rd Place – Andrew Ayoub, El Camino Real Charter High School

Bookmark Competition

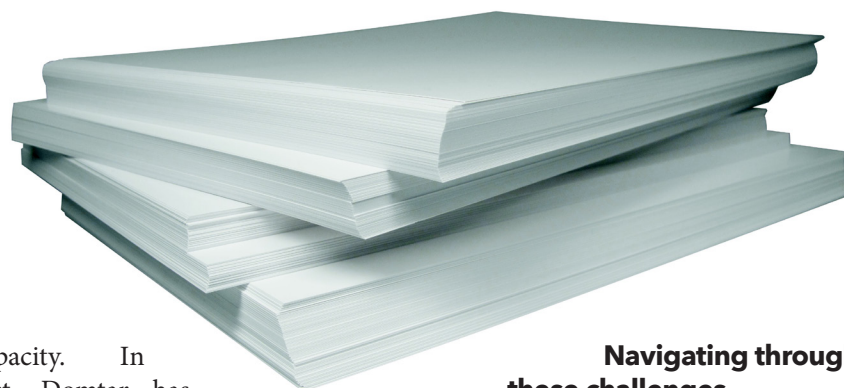
Our most popular competition challenged high school students to design a bookmark. The competition promotes RAISE's Literacy Campaign, which encourages young people to read.

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PAPER BY DAMIEN

What's Up with Paper Supply?

In this new monthly column, which replaces "Paper by Jan," Damien Bradley, one of the newest members of the PIASC Board of Directors and Senior Vice President of Print and Wide Format at Spicers Paper & Kelly Paper, will keep us informed about what's happening in the printing paper world.



The current situation in the paper industry is a "good news / bad news" story. The good news is that the economy continues to recover and, as a result, the demand for print and paper remains strong! The bad news is that current inventories of all paper products remain low. Both domestic and offshore mills are impacted. The key products—Coated and Uncoated Web, Uncoated Folio, Board and Coated Folio—are all currently on allocation.

On top of this, input costs for freight and raw materials are expected to continue to be extremely high and will likely increase further, putting upward pressure on prices.

The domestic mills are doing their best

The domestic mills are full and their operating rates are at all-time highs. In this environment the domestic mills will not be able to build any additional inventories to meet demand any time soon.

That said, while demand is predicted to remain robust (positive news!), mills are looking at the possibility of increasing

capacity. In fact, Domtar has announced that they will restart a paper machine at their Ashdown facility in January 2022. This will bring 185,000 tons of uncoated freesheet into the market.

The offshore mills are hamstrung by global supply chain issues

Vessel and container capacity will continue to be a challenge for the foreseeable future, causing disruptions to imported paper products. In addition, delivery reliability continues to plague the market due to continued congestion at the ports.

Of course, this situation is not unique to the paper industry. These are global conditions and challenges. There are no quick fixes or short cuts, and we anticipate that this will be the "new normal" for the foreseeable future. The only good news here is that new vessels are expected to be available in late 2022 or early 2023 that will alleviate some of the current vessel space issues.

Navigating through these challenges

Almost all paper products are now in short supply, and the mills are keeping their distributors on tight allocations. This will not change anytime soon. Expect and plan for the current conditions to persist well into, if not throughout all of 2022.

Rest assured, though, that paper distributors are not waiting for conditions to change. We continue to search for and work on solutions to keep our supply chains moving at best possible cost levels to support the printing industry.

Right now communication is key! We are all in this together. Share as much detail as possible about your needs with your vendor partners. While the current conditions are challenging, I am confident that eventually the supply and demand for paper will come back into balance and the market will return to more normal conditions.

Upcoming Events

Arizona Par-Tee on the Green



Date: Saturday, October 2, 2021

Location: Arizona Grand Golf Resort, 8000 S. Arizona Grand Pkwy, Phoenix, AZ 85044

Cost: \$129 per member, \$149 per non-member

(Includes: cart, lunch & 5 raffle tickets)

6:30 am - Registration/Practice Facility Opens

7:30 am - Shotgun Start

\$1500 worth of raffle items! Lunch, drinks and raffle on the 19th hole

Register today at <http://bit.ly/piasc-azgolf>.

For information, contact Cathy Skoglund at 602.999.1304 or cathy@piasc.org.

Interested in sponsorship opportunities? Visit <http://bit.ly/golfsponsor-az>

HUMAN RESOURCES

What is HR Compliance?

Running a business comes with no shortage of perks: the freedom to be your own boss, invest in an idea, steer its trajectory, and, with a little luck, create wealth. It has its challenges, too. Competition may be fierce. Demand for what you offer may be low. Costs may not be sustainable. But even if everything else is going your way, there's one challenge that's ever-present. We're talking, of course, about HR compliance.

Defining HR Compliance

HR compliance is the work of ensuring that your employment practices conform to federal, state and local laws. This work requires learning which laws apply to your organization and understanding what they require you to do. That's easier said than done.

HR compliance is truly an art. It requires knowledge, skill and cooperation. You have to be able to decipher legalese, know where to go to ask the right questions, and create policies and procedures that minimize business risk. You have to ensure that everyone from the executive team to newly minted managers know what they can and cannot do. You have to conduct investigations and enforce your rules consistently. And all this is just the bare minimum—necessary, but not enough to create a truly successful culture.

The work of compliance is never entirely done. Not only do new legal requirements appear on the regular, but, as you'll read below, compliance obligations are often unclear. While some compliance obligations are definitive, others are unresolved, and a good number of laws require you to make a judgment call. Let's look at each of these in turn.

Why HR compliance can't always be assured

Some employment laws take the form of "Do this" or "Don't do that." The requirements may be simple, like minimum wage, or complex, like FMLA, but either way there's usually no real question about what you need to do or not do. Compliance with these laws is pretty straightforward. Don't pay less than the minimum wage. Provide leave to eligible employees for the reasons that qualify, continue their health benefits (if applicable), and return them to their position when their leave ends. As long as you're clear on the details, you're not likely to lose sleep wondering if your policies and procedures are compliant.

Sometimes, however, those details are unsettled. Lawmakers don't always specify everything a law requires before it passes or takes effect. Even when laws seem clear, trying to put them into



practice often raises a lot of questions. And the legislature isn't the only source of law. Regulatory agencies demand their say, and courts get involved, too. To complicate matters, these branches of government don't always agree with each other, and what they say today may not be what they say tomorrow. Keeping up with the latest official guidance takes time and persistence. It can feel like a marathon, when what you want is a quick sprint to the answer. You have other demands on your time, after all.

Finally, a lot of employment laws have standards you have to follow, but they don't tell you how. Neither the IRS nor the DOL, for example, tells you

whether your workers are employees or independent contractors—unless there's an audit or complaint. Instead, these agencies publish tests with general criteria that you use to make case-by-case determinations.

The Americans with Disabilities Act (ADA) works this way, too. Under the ADA, an employer is required to provide reasonable accommodations to employees with disabilities, with a few exceptions. One of the exceptions is when the accommodation creates an undue hardship on the employer's business. The basic definition of an undue hardship is an action that creates a significant difficulty or expense.

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FEATURE ARTICLE

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Bookmark Competition Winners: Montclair High School

- 1st Place – Jason Gutierrez
- 2nd Place – Selene Suazo
- 3rd Place – Giselle Pena

Bookmark Competition Winners: All Other High Schools

- 1st Place – Owen Siglin, Brea Olinda High School
- 2nd Place – Joelle Laubie, Brea Olinda High School
- 3rd Place – Jason Shaw-Chian Wang, Brea Olinda High School

Branding Package Competition for College Students

In this competition college students were asked to develop a brand package: Create a brand of pizza, ice cream or cereal and then design a logo, letterhead, envelope, business card and sticker for it. This project focused on the student's design creativity and understanding of project specifications.

Branding Package Winner

- 1st Place – Sergio Venegas, Riverside City College

Social Media Competition

College students were asked to develop and design a Social Media Campaign from the three themes given: History of Print, Printing Environmentally or Print is Everywhere. Students had to



create their own campaign name and story and then create three Instagram stories and a post with message for Instagram; a header and post with a message for Facebook; and a header and a post with an up to 280-character message for Twitter. This project focused on the student's creativity, design, layout and content.

Social Media Campaign Competition Winners: Cal Poly San Luis Obispo

- 1st Place – Sydney Orradre
- 2nd Place – Chloe Szeto
- 3rd Place – Katie Clode



Instagram stories & Instagram post from Social Media Campaign winner Sydney Orradre (Cal Poly San Luis Obispo).

GOVERNMENT & LEGISLATIVE

You Must Inform Recipients that COBRA Subsidies are Ending

As we've written about before (see "Confused about ARPA COBRA Premium Assistance?" at bit.ly/NN-07-26-21), the American Rescue Plan Act of 2021 included a 100% COBRA subsidy for qualifying individuals whose employment was involuntarily terminated or whose hours were reduced.

These subsidies are scheduled to end on September 30, 2021. Subsidy recipients must receive at least 15 days notification of this expiration—i.e., by September 15—and this notice must contain specific information. For your convenience, the Department of Labor has provided a model notice at <https://bit.ly/COBRA-ending>.

On Our Radar

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

- **Expanded protections against confidential settlements** – If passed, SB 331 will prohibit most severance agreements that prevent or restrict the disclosure of factual information about workplace harassment or discrimination based on any protected characteristic.

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HUMAN RESOURCES

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Although the law provides factors to consider in making this determination, the onus is on you to decide whether an expense or difficulty from an accommodation is significant. And, ultimately, your conclusion could be challenged in court.

If HR compliance seems convoluted, that's because it is. Our current legal landscape is the result of competing philosophies about how the workplace should be governed, who should govern it and whose rights in the workplace should be prioritized in the law.

Takeaways

First, when you're assessing your compliance obligations, understand that not all compliance obligations are clearly delineated or settled law. Unsettling as that may be, it's how our system has been set up. In those cases, you'll have to weigh your options and the risks involved, and then make a decision. Sometimes you may need legal advice in addition to HR guidance. Remember, though, that despite all the many employment laws on the books and in the imaginations of legislators, the system is designed to keep employers in charge of their work and workplaces. You can't eliminate all risk, but by understanding the nuances and open questions, you can significantly minimize it.

Second, document your actions and decisions. It only takes an employee filing a complaint for enforcement agencies to get involved, but you are better protected if you can quickly and clearly explain to them the reason for your actions.

Third, evaluate whether your policies, procedures and practices are satisfactory to employees. No employment law gets written in a vacuum, and no law is truly inevitable. The Fair Labor Standards Act came to be because workers and the general public felt that labor standards were unfair. Today we wouldn't have people pushing for predictive scheduling laws if the general perception was that schedules in hospitality, retail and restaurants were already sufficiently predictable. Harassment prevention training wouldn't be mandatory (where it is) if sexual harassment weren't widespread.

Fourth, lead by example. Make good employee relations a key part of your brand and competitive advantage. Employees have higher expectations today than they used to. Meet those expectations and motivate other employers to do the same, and you may find that the compliance landscape of the future is less winding and boggy than it could have been.

Need help with HR compliance?

Remember, the services of the experts at HR | Bizz are included with your PIASC membership. You can reach them at (323) 728-9500.

Source: HR | Bizz

PIASC Events Calendar

OCT
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Arizona Par-Tee on the Green
Saturday, October 2
Arizona Grand Golf Resort. Phoenix, AZ
www.piasc.org/events

NOV
6-7

International Printing Museum: Los Angeles Printers Fair
Saturday, November 6 to Sunday, November 7
International Printing Museum, Carson, CA
www.printmuseum.org

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

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