

Graphics Night Was a Huge Success!



Best of Show award sponsored by Kelly Spicers. L-R: Mike Stoughton (Stoughton Printing), Tom Liotta (Kelly Spicers), Massis Chahbazian (PIASC Chair, The Printery, Inc.)



Best of California award sponsored by MONA.



Judge's award sponsored by 4G Recycling.

With a "Here's to Print" theme, the 2022 Graphics Night was a night filled with lots of cheer, as over 250 industry professionals came together on May 20 at the Pacific Palms Resort. The evening of celebration included honoring Michael Makin, PIASC's Executive of the Year, as well as the winners of the 2022 Print Excellence Awards printing competition.

The event started with a cocktail reception and exhibit of the Print Excellence entries. Live post-modern music set the mood while guests mixed, mingled and networked with their peers. This was also when votes were cast for the coveted "People's Choice" Award. With so many examples of outstanding work on display, choosing just one was quite a challenge!

At 7:00 the party moved into the ballroom. While dinner was served, Massis Chahbazian, Chair of the PIASC Board of Directors, welcomed everyone with

toast. Lou Caron, PIASC's President and CEO, then spoke about the work that the Association has done to help members throughout the last two years of the pandemic, from legislative lobbying to keeping everyone informed about the ever-changing situation and guidelines.

Of course, the awards presentations were the highlight of the evening! Amy Miller, PIASC Public Relations Chair, introduced this year's honoree, Michael Makin. Michael shared stories about his life-long involvement in the graphics industry and his current adventures after retiring.

The evening concluded with the presentation of the Print Excellence Awards by Cathy Skoglund, PIASC Director of Member Services. Over fifty awards were presented to the "Best of" winners in each category, ranging from Catalogs to They Said It Couldn't Be Done. The top winners were...



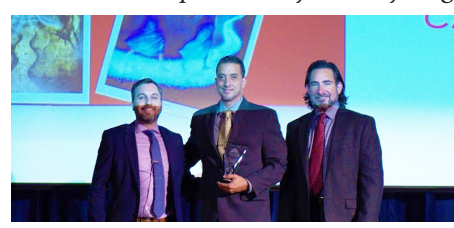
Best of Arizona sponsored by O'Neil Printing.



Best Execution of Ink sponsored by Ink Systems, Inc.



Best Crossover sponsored by 4G Recycling



Best Use of Paper sponsored by Case Paper



Best of Design & People's Choice sponsored by Kelly Spicers

Best of Show
Stoughton Printing Co.
Sponsored by Kelly Spicers

People's Choice Award
Stoughton Printing Co.
Sponsored by Kelly Spicers

Judge's Award
BindTech-Roswell
Sponsored by 4th Generation Recycling

Best of California
Clear Image Printing
Sponsored by MONA Solutions

Best of Arizona
O'Neil Printing

Best of Colorado
D&K Printing
Sponsored by 4th Generation Recycling

Best Execution of Ink
PJ Printers
Sponsored by Ink Systems

Best Use of Paper
BindTech-Roswell
Sponsored by Case Paper

Best Crossover
D'Andrea Visual Communications
Sponsored by 4th Generation Recycling

Best Design
Stoughton Printing Co.

A complete list of the 2022 Print Excellence Awards winners is available online at <https://bit.ly/PEAwinners2022>.

GOVERNMENT & LEGISLATIVE

You Have Until June 30 to Offer a Retirement Plan

As we've been reporting since 2019, as of June 30, 2022, if you have five or more employees you must give them access to either the CalSavers Retirement Savings Program (see www.CalSavers.com) or a private market retirement plan.

We do not recommend the CalSavers option

Simply put, CalSavers is not a great retirement plan. The problems with the CalSavers program stem from its lack of flexibility. CalSavers automatically enrolls employees into a Roth IRA (i.e., after-tax) plan with a 5% deferred compensation rate. It has a very limited investment menu, no pre-tax option, no option for employers to make contributions and no employee education.

There's a better option: The Graphic Communications 401(k) Plan

The Graphic Communications 401(k) Plan is a Multiple Employer Plan (MEP) that is open to all PIASC member companies. It operates like a traditional single employer 401(k) plan, but with

most administrative and fiduciary duties outsourced to the plan provider. With our MEP you get...

- **A cost-effective solution** that's superior to operating a single employer 401(k) plan
- **Flexibility in plan design and features**, including safe harbor, Roth, profit-sharing, eligibility, matches, vesting schedules and more
- **Low cost, high performing investment options**
- **Comprehensive administrative services**, including the 5500 filing and annual plan audit (each of which only needs to be done once for the entire plan)
- **Outsourced fiduciary liability** for most items
- **The ability to make employer contributions**
- **Expert, bilingual educational support**

To learn more, contact Bradd Donovan at bdonovan@catalinacap.com or 949-275-3008, or Philippe Oertle at poertle@catalinacaps.com or 626-689-7903.

NATIONAL NEWS

Heidelberg USA Launches New Print Media Performance & Training Center

Even as the "Great Resignation" began to echo across the U.S. in 2021, the print industry was already losing an alarming number of veteran workers to retirement and opportunities in other industries. According to the U.S. Bureau of Labor Statistics, print operator positions are declining at a rate of 13% annually—equating to roughly 20,000 people leaving their jobs over the next four years. Considering these troubling numbers and the scarcity of available industry training, Heidelberg USA has restructured its Print Media Center with a strong focus on training programs designed to build and grow the skills of current and future operators and print industry professionals.

Training: An industry-critical need

The newly named Print Media Performance & Training Center, located in Kennesaw, Georgia, has officially opened its doors to Heidelberg customers. The initial training schedule for 2022 is set to begin this summer. At first, classes will focus on what Heidelberg has deemed critical topics for our industry, such as:

- Print Fundamentals: Basic Ink & Water Balance
- Specialized Sheetfed Feeder Training for New Operators
- UV Printing including Coating Applications and Special Effects
- Print Troubleshooting
- Commercial Folding Basics: Folder Operation and Slit/Score/Perforation
- Introduction to Die Cutting
- Introduction to Folding and Gluing

"We have an infinite knowledge pool and the most updated technology at our disposal," said Clarence Penge, Executive Vice President of Product Management for Heidelberg USA.

Looking at training as a critical need, Heidelberg will offer most of the classes in the Performance and Training Center to participants for free, recognizing there is a cost to the customer for travel expenses. Classes will be a combination of theoretical and hands-on equipment training.

While at first training will primarily concentrate on offset printing and

finishing, the Center will offer additional topics in the future. "After much of the virtual learning that took place during the height of the pandemic, we believe that people are seeking hands-on, in-person training," said Penge. "There is better long-term comprehension that occurs in a training facility outside of the normal workplace, where people can physically touch the equipment and apply the knowledge they have just studied."

The latest and greatest available

An essential part of educating the industry on the newest technology is ensuring that the Performance & Training Center is always equipped with it. Recently the 30,000 square foot, state-of-the-art Kennesaw facility installed Heidelberg's newest press, a Speedmaster CX 104, six-color UV machine equipped with coater and the patented, navigated Push-to-Stop technology. The new press offers a brand new 104 sheet format and ergonomic design, and features a completely new operating philosophy, the Heidelberg User Experience. Together with the Intellistart 3 system and a whole host of assistance systems,

the Heidelberg User Experience ensures short makeready times and the best possible support for operators.

In addition to the new CX 104, the Print Media Performance & Training Center is also equipped with two POLAR cutters, a Stahlfolder KH 82, Easymatrix 106 die cutter, Prinect workflow, Suprasetter 106 CtP, Versafire EV and EP, Labelfire 340 and Speedmaster XL 106-8P+L—which is also equipped with the newest generation Speedmaster technology—and will soon add a new Diana Easy 115 folder-gluer.

In addition, the Performance & Training Center will also continue to host in-person or virtual demonstrations for equipment and software, following CDC Guidelines for the safety of its customers and employees.

To register for available training dates or to schedule a demonstration, please contact your local Heidelberg Sales Representative or visit <https://bit.ly/pmc-training>

HUMAN RESOURCES

Between a Rock and a Hard Place: Navigating Political Viewpoints in the Workplace



As the midterm election season approaches, employers may already be dreading inevitable political disagreements at work and wondering how to prevent them. American politics have become more polarized over time, and strong, contrary viewpoints can lead to divisiveness and possibly even harassment claims.

Employers should be aware, however, that limiting all political speech at work may run afoul of state and federal laws or otherwise could be undesirable and impractical.

The legality of banning politics

Although some employees may believe that they are free to discuss politics at work because of their constitutional

free speech rights, the First Amendment applies only to public employers. Therefore, employers who want to limit political conversations may generally do so, as long as they draft appropriate carve-outs to allow for protected speech under the National Labor Relations Act (NLRA) and state laws:

- **The NLRA** – The NLRA prohibits employers from banning employee speech about the terms and conditions of their employment. Protected topics of conversation under the NLRA include paid leave, union activity, equal pay and minimum wage. As a result, employers should be careful not to broadly ban conversations on any and all politics.
- **State Laws** – Many states also have laws protecting employee political expression. In California, for example, it is illegal for employers to discharge or to threaten to discharge an employee for political expression. In New York, employers may not discriminate against employees because of political activities that take place outside of work. Other jurisdictions, like the District of

Columbia, prohibit discrimination against employees based on their affiliation with any political party. Accordingly, employers should consult with local counsel about which laws may apply before taking any adverse actions against an employee that could be perceived as occurring because of the employee's political expression.

The disadvantages of banning politics

Some employers wish to ban politics to prevent discord and interruptions to productivity. However, policies banning politics may be difficult to enforce because employers cannot always monitor employee conversations. Additionally, because politics affects so many personal and familial issues, it can be impossible to differentiate which topics are "political." Policies limiting employee speech could also be taken as overly controlling, which could have a negative effect on employee morale and collaboration.

A better solution may be to craft a clear anti-discrimination and harassment policy and to frequently communicate

and remind employees of the employer's expectations. This will teach employees that while they may disagree, their communications with coworkers must remain respectful at all times. Human resource employees can mediate disputes on an as-needed, case-by-case basis and discipline employees who cannot keep their political opinions from crossing the line into discrimination, harassment or bullying. Training on the employer's policies and on diversity, equity and inclusion will also help to encourage open conversations about varying viewpoints and to avoid conflicts before they occur.

Conclusion

Political debates at work can be uncomfortable. Employers can get ahead of the problem either by crafting a policy limiting political speech with appropriate carve-outs for applicable laws, or preferably by training employees on a clear anti-discrimination policy that will set expectations for respectful disagreement.

This article was published with permission from Venable LLP.

CONTACT US

Address:
5800 S. Eastern Avenue, Suite 400
Los Angeles, CA 90040
P.O. Box 910936
Los Angeles, CA 90091
Phone: 323.728.9500
www.piasc.org

Key Contacts

- Lou Caron, President
Ext. 274, lou@piasc.org
- Dennis Bernstein, Commercial Insurance
Ext. 222, dennis@piascins.com
- Evie Bañaga, Employee Benefits
Ext. 224, evie@pibt.org
- Kristy Villanueva, Member Services
Ext. 215, kristy@piasc.org
- Rodney Bolton, Human Resources
Ext 218, piasc@hrbizz.com

Proudly serving California, Alaska, Arizona, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington & Wyoming.

BUSINESS & MANAGEMENT

Slash Your Office Copier Costs by 30 to 50%

Exciting news: Your PIASC membership just got even more valuable! If you'd like to significantly reduce the cost of your back-office copier leases—regardless of which major brand machine you prefer—you'll want to talk to the newest PIASC Associate Member, Revolution Office. As a full-service document technology company, Revolution Office has a unique business model that provides best-in-class copy/print/scan equipment at drastically reduced pricing.

How much is your back-office equipment costing you?

You know that reliable, high-quality office copy machines and desktop printers are a necessity in your operations. What you might not have realized is that there is an alternative to the high-cost leases available through the dealers and manufacturers.

Revolution Office leverages its close relationships with all of the major manufacturers, including Xerox, Ricoh, HP and Canon, to bring you the same name-brand equipment you and your staff already love, for less. This can mean tens of thousands of dollars going straight to your bottom line.

Everything is backed by a 95% uptime service level agreement

All equipment is backed by a full-service maintenance agreement with parts, labor and supplies included as

part of your lease. That said, even well-maintained equipment can occasionally break down. If something goes wrong simply call Revolution Office and they'll have a factory-trained and certified technician on site within an average of just four hours, regardless of where your facility is located.

Get paid to find out exactly how much you can save

Revolution Office is so confident that PIASC members can achieve a guaranteed savings rate of 30% to 50% on their back-office copy machines that they're giving away Visa Gift Cards to prove it to you...

- Get a **\$150 Visa Gift Card** if your lease is expiring within 6 months
- Get a **\$100 Visa Gift Card** if your lease is expiring within 12 months
- Get a **\$50 Visa Gift Card** if your lease is expiring in more than 12 months

To get your Visa Gift Card and find out how much you can save, simply send a copy of your existing copier lease to William Sampson at WSampson@RevolutionOffice.com for analysis by July 15, 2022. There's absolutely no obligation and no purchase required.

For more information about Revolution Office, visit their website at www.RevolutionOffice.com.

CLASSIFIEDS

SELLING: 37-inch Cutter Challenger (\$1,000 or Best Offer), Baum Folder (\$500), Heidelberg Windmill Press Original Classic (\$500). Call Eric at 310-649-5855.

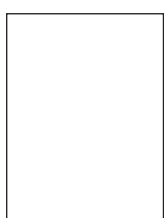
Want to place a classified ad? Contact Kristy Villanueva at 323.728.9500, Ext. 215, Kristy@piasc.org.

MEMBER NEWS

The Dot Corp. Reaches 17 Million cuts on the Aerocut Classic

Irvine, California-based The Dot Corp. Inc., a leading provider of scalable solutions for businesses of all sizes in all industries, recently reached 17 million cuts on the original MBM Aerocut purchased back in 2013. "The best feature of the Aerocut," says Scott Pohle, Digital Print Manager at The Dot, "that has been the most helpful has been the business card slitter." Reaching over 17 million cuts speaks to the quality and durability of the MBM machine.

For more information, see <https://bit.ly/the-dot17millioncuts>



PIASC
5800 S. Eastern Ave., # 400
Los Angeles, CA 90040

PIASC Native.news
IN THIS ISSUE **6.06.22**

Graphics Night Was a Huge Success

Heidelberg USA Launches New Print Media Performance & Training Center

You Have Until June 30 to Offer a Retirement Plan

Between a Rock and a Hard Place: Navigating Political Viewpoints in the Workplace

Slash Your Office Copier Costs by 30 to 50%

Feature Article

National News

Government & Legislative

Human Resources

Business & Management

SEP 13

Labelexpo Americas 2022
Tuesday-Thursday, September 13-15
Rosemont, IL
www.labelexpo-americas.com

AUG 17-19

America's Print Show 2022
Wednesday-Friday, August 17-19
Columbus, OH
www.americasprintshow22.com

OCT 22

LA Printers Fair
Saturday-Sunday, October 22-23
Carson, CA
www.printmuseum.org/los-angeles-printers-fair

PIASC Events Calendar

For full list of events, please visit www.piasc.org/events