

30th Annual Par-Tee on the Green in Arizona



Thank you to all our sponsors and everyone who joined us for the 30th Annual Par-Tee on the Green in Arizona. The golf tournament took place on September 16th at the Raven Golf Club in Phoenix, Arizona. We had a great turn out and are excited to announce that the event helped raise \$3,840.00 for the R.A.I.S.E. Foundation's Arizona Chapter. Congratulations to all the winners!

Hole Contests

Men's Long Drive

Casey Rana
(Truss Fab)

Women's Long Drive

Dawn Claudio
(Industry Print Solutions)

Longest Putt

Roy Sanchez
(Print Time)

Closest to the Pin

Jerod Wilks
(Best Approach)

1st Place

Prize: \$150 gift cards to Dick's Sporting Goods

Claudio DiPoce (KellySpicers)
David Myren (Financial Register)
Paul Mozurkewich (Best Approach)
Jerod Wilks (Best Approach)

2nd Place

Prize: \$100 gift cards to Stockyards Steakhouse
Prudential Overall Supply Team

A Big Thank You to our Volunteers!

Jennifer Decker (Prisma)
Ruben Arriaga (X-Rite)



3rd Place

Prize: Chestnut Farms Bourbon

Dawn Claudio
(Industry Print Solutions)
Billy Claudio
(Industry Print Solutions)
David Hardman
(Industry Print Solutions)
Blanca DiPoce (KellySpicers)



BUSINESS MANAGEMENT

Sustainability for Printers: Paper, Energy and Waste

Sustainability and protecting the environment are essential strategic elements for any print service provider. Many print service providers have adopted practices that promote the sustainable use of print. In addition to being the right thing to do, becoming more sustainable makes good business sense. What does sustainability mean for a printer? In short, it starts with environmentally-friendly printing technologies and practices that limit the use of solvents, minimize the release of greenhouse gases and control waste byproducts. It builds on environmentally sound paper production and the use of recycled papers where feasible. It means paying attention to energy use and taking advantage of any renewable energy sources. And it involves proper disposal of waste materials and recycling as much as possible.

Environmentally-conscious print service providers also adopt automated workflow practices that limit waste through on-demand print production and just-in-time manufacturing. They target customers and markets with just-in-time manufacturing and variable data messaging that increase the value of print without the wasteful volume of warehousing or "spray and pray" approaches. Combined, these practices can make your business more efficient while also making it more appealing to your customer base.



You will note that three major themes dominate this definition of sustainability for printers: paper, energy and waste. Let's dive more deeply into each of these.

Paper: Certification, recycled substrates and reforestation

Paper is typically the largest consumable in any printer's operation, so of course it plays a major role in sustainability. Purchasing certified papers is a good place to start. Paper certification encourages the responsible management of the world's forests through a chain-of-custody process that shows that the paper product originates from certified forests, recycled materials and other verified wood sources. You will likely be familiar with certification offerings like the Forest Stewardship Council (FSC), the Sustainable Forestry Initiative (SFI) and the Rainforest Alliance. Using recycled papers is a good next step. While this is not always feasible given customer requirements, the use of recycled paper limits the amount of

virgin tree pulp consumed. Some of your customers, particularly non-profits, may even require papers with some recycled content.

You have likely heard the old saying that the best time to plant a tree was 20 years ago, and that the second-best time is now. In keeping with that sentiment, become involved in local or regional reforestation projects and consider platforms like PrintReleaf.com that enable users to calculate the amount of paper consumption in a printed product and equate that with the forest impact as measured in trees. Users can then compensate for their paper consumption by planting trees as part of a reforestation project.

Energy: Renewable and efficient

The way your shop consumes energy is of utmost importance. Using sustainable energy sources like wind and solar power is a big part of this. Some print service

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HUMAN RESOURCES

Cannabis in the Workplace



The cannabis industry is one of the fastest growing markets in today's world, with revenues expected to exceed \$30 billion by 2025. The industry brings new market opportunities to some in the printing world. But with this newfound niche comes plenty of headaches, not the least of which is legally banking receipts. For all printers, cannabis in the workplace creates incredible challenges similar and at the same time different than alcohol in the workplace. Eighteen states permit the cultivation, possession and use of marijuana, and 39 states permit some form of medical marijuana. How does this impact your workplace?

Unfortunately, states have different rules and interpretations

However, an employer's responsibilities

under the Occupational Safety and Health laws include a basic requirement that transcends all ... "Provide a workplace free from serious recognized hazards and comply with standards, rules and regulations issued under the OSH Act." In a business environment in which workers are scarce, it is critical that due care is taken to protect the workforce, especially given the dangers of operating the vast array of equipment used in manufacturing and delivery of graphic communications. A study published in November 1990 by JAMA: The Journal of American Medical Association found that individuals who test positive for marijuana have 55% more industrial accidents.

At a minimum, employee handbooks should be updated to address your drug

policy. Jobs with safety risks should have job descriptions that specifically note a zero-tolerance drug policy. However, care must be taken to understand the laws of the state(s) you operate in. While many companies maintain overall zero-tolerance policies, states have different rules related to testing and medically necessary use. For instance:

- In one state, under that state's anti-discrimination law, medical marijuana can be used to treat certain conditions, forcing employers, in these situations, to consider reasonable accommodation for employees.
- A federal court in another state found that a medical marijuana card cannot be a reason for declining to hire an applicant.

The problem with drug testing

A key problem is that THC – cannabis' psychoactive ingredient – can show up in a drug test for a month or more. So what does an employer do when an accident occurs and the post-accident drug test comes back positive? Consider the implications of the affected employee claiming that their drug use occurred during non-work hours (e.g., weekend or PTO) and/or they have a medical marijuana card. In Arizona, Walmart was found to discriminate against an

employee when they terminated the employee after testing positive following an accident, although the employee had a medical marijuana card. Clearly, employers need to consult labor law attorneys before taking an action that might be considered discriminatory.

Your managers need training

One critical step for employers is to train managers to recognize signs of impairment and what to do if noted. Cristin Heyns-Bousliman, Esq. of REDW LLC, a human resource consultant, provided a great list of indicators of possible impairment in a recent blog (<https://bit.ly/cannabis-impairment>):

- **Slurred speech, or inappropriate speech** (e.g., sexual innuendo or jokes).
- **Red, glassy eyes.**
- **Loss of focus during a conversation.** Someone high on marijuana finds it difficult to hold a normal conversation, lacking the ability to stay focused.
- **Loss of coordination.** If you notice that someone has difficulty going from sitting to standing, or vice versa, stumbles, or walks into obstacles, this could indicate impairment.

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BUSINESS MANAGEMENT

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providers have taken this concept to the next level by meeting a portion of their energy needs with solar panels and/or wind turbines on the roofs of their own facilities. If you own your building (or even if you don't!), the flat roofs of many industrial buildings are well-suited to installing solar panels and smaller wind turbines. If sustainable energy sources can't meet all of your energy needs, you can also purchase carbon offsets with the goal of becoming a carbon-neutral business. Some companies offset their carbon footprint (particularly related to shipping) by purchasing Renewable Energy Certificates. In this scenario, a renewable energy site makes the energy, and you, by purchasing the associated Renewable Energy Certificates, gain the property rights to that energy.

Lowering overall energy use is another vital strategy. This can be achieved with improved efficiency. For example, you can efficiently and effectively limit your overall amount of waste paper by using personalized, print-on-demand and just-in-time manufacturing techniques. In addition, automated processes using digital document repositories greatly reduce the need to throw away outdated materials stored in physical warehouses, thereby lowering waste levels. Paper production, print production and warehouse operations all use energy, so when you reduce waste you reduce energy usage.

Waste: Recycling and proper disposal

Recycling as much of your waste as possible is another key component of becoming more eco-friendly. This starts with waste paper, but it extends to elements of packaging like plastic and cardboard. The proper disposal of hazardous waste is also essential.

You should participate in government programs that encourage sustainability in business practices and waste reduction. US-based print service providers can keep abreast of planning for new environmental efforts through the government's Sustainable Materials Management Partnership Programs (see <https://bit.ly/sustainable-programs>).

The bottom line

Environmental sustainability makes sense for any print service provider's strategy. Today's landscape is constantly evolving, so take a moment to examine what your business is doing today to be environmentally conscious and see what you can do to take your strategy a step further. Your customers will appreciate it, and the long-term benefits to the environment will be well worth the effort. Finally, be sure to promote these efforts effectively as part of your company's sales and marketing campaigns, because sustainability can be a very significant competitive differentiator!

Source: Provided by Canon Solutions

HUMAN RESOURCES

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- **Dramatically increased appetite and/or strange eating habits.** After smoking or consuming recreational marijuana, many individuals will want to eat large amounts of junk food and sweets.
- **Lack of energy and loss of motivation.** Look for a loss of interest in activities that were once a significant part of the individual's duties. Sleeping on the job is another sign of impairment, generally.
- **Emotional behavior that does not match the situation.** This might include laughing or crying inappropriately and/or uncontrollably, or outbursts of anger.
- **The smell of marijuana on the employee.** When marijuana is smoked, it has a strong earthy scent that smells similar to skunk spray.



Additional steps to take

I turned to PIASC's retained HR consultant, Rodney Bolton, the owner of HR|BIZZ (<https://www.hrbizz.com/about-us>), for guidance and was told employers should:

- Establish and place notices everywhere that this is a "Drug-Free Workplace."
- Comply with state and local laws (e.g., check with labor counsel).
- Update job descriptions of safety-sensitive positions to specifically include a "no drug" policy.
- Enforce "no smoking" policies (tobacco and cannabis) in the workplace.

Employers can also find guidance in the "Marijuana in the Workplace Toolkit" (<https://bit.ly/marijuanaworkplace>).

In summary, some printers are finding new growth in supporting marketing, communications and packaging in the cannabis marketplace. All printers need to be vigilant about the workplace issues brought about by the legalization of cannabis and its derivatives in many states and to be careful not to assume that regulations and interpretations are consistent across states. Consult your HR and labor law experts.

Source: Lou Caron, PIASC President/CEO

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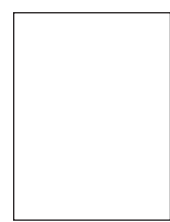
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Want to place a classified ad? Contact Kristy Villanueva at 323.728.9500, Ext. 215, kristy@piasc.org.



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UPS

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Preferred Partners

PIASC Events Calendar

NOV 15
Wage + Benefits Webinar
Tuesday, November 15
9:30 am - 11:00 am PT
<https://bit.ly/WageandBenefits>

DEC 13
Planning Your 2023 Safety Program
Tuesday December 13
Online Webinar
<https://conta.cc/3eeGfc>

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