

## What’s Happening with the Annual Wage & Benefits Survey?

It’s August. Did you notice that you have not been asked to participate in the annual Wage & Benefits Survey? There’s a reason for that. Rather than join forces with all the other associations across the nation as we have in the past, PIA has decided that our members will be better served if we create our own, even-more-useful Wage & Benefits Survey.

### What does this mean for you right now?

In the short term, this means you will not be participating in – or receiving data from – a 2023 survey.

### What will this mean for you next year?

We anticipate opening the PIA-only survey for participation in June 2024 and having the first data sets available in November 2024. Access to the data will be free for PIA members that participate in the survey and \$250 for those that do not.

As compared to what you may have received in the past, the data produced by this new Wage & Benefits Survey will be:

- **More regional and therefore more relevant** – There will be one set of data for California, one for the Southwest and one for the Northwest.
- **More flexible** – Instead of producing the final Report in pdf format, we’ll be creating Excel spreadsheets. You’ll be able to download these and further manipulate the data as you wish.
- **More current** – While PIA members will be asked to participate on an annual basis, this will no longer just be an annual report. After the initial results are produced, data will be refreshed on a quarterly basis to reflect any new data that has been uploaded by additional participants.

### What type of data will be available?

This regional Survey will be very similar to the national Survey that PIA previously participated in. Data collected will include:

- Wages by job title
- Shift differentials and overtime policies
- Incentives based on productivity, sales or other metrics
- Holiday, PTO and bereavement pay policies
- Medical insurance details, including plans, deductibles and cost sharing
- Pension or profit sharing plans
- Absence and employee turnover data
- And more

If you need wage and benefits data right now, please contact Kristy Villanueva at [kristy@piasc.org](mailto:kristy@piasc.org) or (323) 728-9500 ext. 215 and she will be happy to share the 2022 Report with you. All we ask in return is that you commit to participating in the new PIA survey next year.



## MISCELLANEOUS

## The World Cup of Printing History

You may not be familiar with the name Rubén Fontana, but he is the most recent winner of the World Cup of Printing History. Fontana, an Argentinian graphic designer, type designer and teacher, was chosen to represent Argentina by the Museum of Printing in Haverhill, Massachusetts, the sponsor of the World Cup of Printing History. In this social media competition, Fontana surged to the top (with a little help from Lionel Messi) when Argentina defeated France on penalty kicks in the 2022 FIFA World Cup final in Qatar. Fontana, born in 1942, outpaced France’s Claude Garamond (1480-1561), the famous type designer, publisher and punch-cutter.

### #WorldCupofPrintingHistory

So what is the World Cup of Printing History? It’s a social media campaign first created for the 2018 men’s World Cup. You can get a feel for it by searching on the hashtag, #WorldCupof-PrintingHistory. The basic concept is to promote printing history by highlighting facts related to each country that is playing in the World Cup. The Museum hoped to benefit from the excitement around the World Cup to generate a little positive buzz and to inspire folks to visit (the Museum is about 45 minutes north of Boston).

In the beginning, it was clear that for some countries, finding historical facts about printing would be easy. For others, it presented a bit of a research challenge. Further adding to the difficulty, some countries with rich printing histories were either not in the tournament at all (the United States did not qualify) or were eliminated very early on (like Germany).

In the 2018 World Cup final, France met Croatia, with France winning 4 to 2. The fact chosen for the World Cup final (France versus Croatia on July 15, 2018) was about the book “Mirouer of the Redemption of the Human Lineage” (1478), printed in Lyon by Martin Husz. This was the first French book with illustrations in the text. (Thanks to the Musée de l’Imprimerie in Lyon, France for providing this fact.)

### FIFA Women’s World Cup 2019, France

The Museum continued the #WorldCupofPrintingHistory social media campaign for the women’s World Cup in 2019. This time, the focus was exclusively on the role of women in printing history. Twelve teams made it through the group stage, each represented by a woman for the World Cup of Printing History. The women’s World Cup final matched the Netherlands versus the United States. Examples of the women representing the Netherlands and the United States were:

- Mary K. Goddard (1738-1816), who conducted her family’s printing business in Baltimore from 1774 to 1784 and served as Baltimore’s postmaster from 1775 to 1789. In 1777, Mary was chosen to produce an authentic copy of the Declaration of Independence.
- Judith Rosanes (?-1805), great-granddaughter of a well-known Amsterdam printer, who established a printing business in 1782 in Lemberg, Poland and had 24 employees (all male).

In the final, the U.S. women defeated the Netherlands by a 2-0 score. Hooray for Mary K. Goddard!

### FIFA Men’s World Cup 2022, Qatar

The selections of facts and individuals for the World Cup of Printing History have been unscientific, though the Museum did seek suggestions as often as possible. One key aspect for social media was that each fact or person needed an image to go along with it. It was often hard to find images for some early—and fairly obscure—printers. In these cases, the Museum opted to seek more modern examples. Type designers, graphic designers and printmakers proved to be excellent options.



Also, it’s true that the history of early printing in some countries is dominated by colonizers or missionaries. For the 2022 World Cup, the Museum tried to avoid those stories and sought out ones that better represented the people of those countries. This is why some countries are represented by people who died hundreds of years ago while others have a living representative.

### FIFA Women’s World Cup 2023, Australia and New Zealand (July 20 to August 20, 2023)

The World Cup of Printing History is back again for the 2023 women’s World Cup, for which 32 countries qualified. This is up from 24 in 2019, so there are a number of countries that are participating for the first time.

Here is a list of the qualifiers: Argentina, Australia (co-host), Brazil, Canada, China, Colombia, Costa Rica, Denmark, England, France, Germany, Italy, Ireland, Jamaica, Japan, Morocco (debut), Netherlands, New Zealand (co-host), Nigeria, Norway, Philippines (debut), South Africa, South Korea, Spain, Sweden, Switzerland, United States, Vietnam (debut) and Zambia (debut).

Source: Jim Hamilton, Consultant Emeritus at Keypoint Intelligence

## CLASSIFIED

**For Sale:** 30” Tec Lighting TRS30 UV Coater. Automated feeder and delivery. In excellent condition. Under 100 hrs. operating time. Coater is in Phoenix, AZ. For more information, please contact Dean Toth at (602) 258-7789 or [dtoth@oneilprint.com](mailto:dtoth@oneilprint.com).

**For Sale:** Xante En/Press – Digital multimedia press with the patented enterprise high speed feed system that offers users an affordable way to go digital and meet the demand for fast full-color printing. The Xante En/Press has a groundbreaking design that feature a straight multispeed feed path for a fast and smooth delivery. Includes color workflow software, royalty-free fonts and over 1,000 design templates. For more information contact Charlie De Santiago at (760) 265-2300.

**For Sale:** Industrial Building, 8,000 sq ft building in the heart of Azusa, CA. Please contact Lui Salazar for more information. (626) 818-0444 or [lsalazar@daumcre.com](mailto:lsalazar@daumcre.com).

Want to buy or sell equipment, office furniture or a business, or rent or lease a building? **Place a free classified ad today!**

For more information contact Nadine Mora at 323-728-8500 ext. 262 or [nadine@piasc.org](mailto:nadine@piasc.org).



On Our Radar

Proposed regulations and other issues that we’re following:

- **Workplace violence prevention** – If passed, AB 533 will require employers to create and implement comprehensive workplace violence prevention programs, including training, recordkeeping, etc.

Approved regulations and other issues that we’ve been following:


- **Industrial Wage Commission revived** – AB 102, a budget bill that was signed into law and immediately went into effect on July 10, includes a \$3 million appropriation for reviving the Industrial Wage Commission (IWC). Under AB 102 the IWC will convene industry-specific wage boards and adopt wage, hour and working conditions orders for these industries.
- **“Take-Home” COVID cases** – The California Supreme Court recently ruled that employers are not liable to nonemployees, such as an employee’s family members, who contract COVID-19 from an employee who contracts the virus in the workplace.

- **Whistleblower protections** – The California Supreme Court recently clarified that an employee can be protected as a whistleblower under California law even if they are not the first to report the alleged violation.
- **EEO-1 reporting** – The Equal Employment Opportunity Commission (EEOC) has postponed the deadline for reporting 2022 EEO-1 data. Reporting is “tentatively” scheduled to begin in Fall of 2023.
- **FMLA leave on holidays** – The U.S. Department of Labor (DOL) has clarified how to calculate Family and Medical Leave Act (FMLA) leave when the leave is taken during a week that includes a holiday. For a detailed explanation of this, see bit.ly/fmlaleave23.
- **Independent contractor definition for NLRA** – In a recent decision, the National Labor Relations Board reverted to an Obama-era standard for determining whether a worker is an “employee” or an “independent contractor” under the National Labor Relations Act (NLRA), which provides employees the right to organize and join a union. For a

detailed explanation of what has changed, see bit.ly/nlrcontractor.

- **Mental health resources** – The DOL has released a new website, bit.ly/govmentalhealth, that provides resources to help employers follow the law and create workplaces that prioritize mental health.
- **Religious accommodations** – The Supreme Court recently ruled that employers must provide religious accommodations for employees or prospective employees under Title VII of the Civil Rights Act unless the employer can demonstrate that the “undue hardship” burden in doing so is substantial. This raises the bar from the previous “de minimis cost” standard.

UPCOMING EVENTS



6:30 am - Registration/Practice Facility Opens

7:30 am - Shotgun Start

**Cost:**

Members \$169.00

Non-Members \$199.00

**Golf includes:**

- 18 holes
- Lunch on the 19th hole
- First, second and third team prizes
- Contest hole prizes
- \$25,000 Hole-in-one
- \$2,000 in raffle items

Register at: [conta.cc/3XUuxSy](https://conta.cc/3XUuxSy)

For more information, contact Cathy Skoglund at 602.999.1304 or [cathy@piasc.org](mailto:cathy@piasc.org)

Interested in sponsorship opportunities? Visit [conta.cc/3rVTalM](https://conta.cc/3rVTalM)

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HUMAN RESOURCES

Offensive Music Can Create a Hostile Workplace

Do you play music over the loudspeaker at your facility, or allow employees to play music that others can hear? As a recent court case illustrates, if you do not have policies in place regarding what can and cannot be played, now’s the time to put this in place!

The lawsuit

In *Sharp v. S&S Activewear*, the employer was accused of creating a sexually hostile work environment by allowing supervisors to play “sexually graphic, misogynistic music” through commercial-strength speakers throughout the company’s 700,000 square foot warehouse facility. Sometimes employees even placed the speakers on forklifts and drove them around the warehouse. These rap songs featured lyrics that glorify prostitution and violence against women.

In response to this music, some male employees allegedly yelled obscenities, made sexually explicit remarks and gestures and openly shared pornographic videos in time with the music.

For nearly two years both male and female employees made “almost daily” complaints to management. The company’s response was to defend the music as “motivational”!

Eventually some employees sued, alleging that the music created a sexually hostile work environment in violation of Title VII.

The ruling

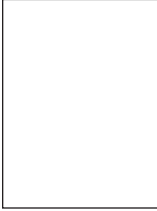
Initially a district court ruled that, because “both men and women were offended by the work environment,” the plaintiffs could not prove that the company created a hostile environment “because of sex,” as required by Title VII.

The Ninth Circuit U.S. Court of Appeals recently overruled this. They determined that music with a sexually derogatory and violent content can constitute “discrimination because of sex” – which is prohibited under Title VII – even if the music offends both men and women. They stated that (1)

auditory and visual harassment does not need to directly target a particular individual in order to give rise to a Title VII claim; and (2) the challenged conduct’s offensiveness to multiple genders is not a bar to stating a Title VII claim.

What this means for your company

Although the situation at S&S Activewear was obviously quite extreme, this holding is likely to be applied in less extreme contexts, too. At some point songs, videos and other media cross the line and become actionable harassment. At a minimum, on the music front it would be a good idea to disallow songs that cannot be played on FCC-regulated radio stations. In the rap world, this means playing the “edited” versions and not the “dirty” versions.



**piac**  
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5800 S. Eastern Ave., #400  
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● **31st Arizona Par-Tee on the Green**  
**FRIDAY, SEPTEMBER 29**  
Raven Golf Club  
Phoenix, AZ  
[conta.cc/3XUuxSy](https://conta.cc/3XUuxSy)

● **Save the Date: Paper and Substrate Show**  
**TUESDAY, OCTOBER 3**

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**Events CALENDAR**

● **Save the Date: Annual Surplus Drive**  
**THURSDAY-FRIDAY, SEPTEMBER 14-15**

● **Printing United Expo**  
**WEDNESDAY-FRIDAY, OCTOBER 18-20**  
Atlanta, GA  
[bit.ly/PrintingUnitedExpo](https://bit.ly/PrintingUnitedExpo)

● **Los Angeles Printers Fair**  
**SATURDAY-SUNDAY, OCTOBER 21-22**  
[bit.ly/PrinterFair2023](https://bit.ly/PrinterFair2023)

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