



PIASC WEEKLY UPDATE

Printing Industries Association, Inc. of *Southern California*

January 8, 2018

Postal Rate Challenge

The USPS's financial stability is challenged by legacy costs including healthcare benefits for retirees. Legislation is pending in Congress to transfer this obligation to Medicare, but it has stalled because of the recent focus on Obamacare repeal and tax reform. As a result, the Postal Regulatory Commission proposes to allow rate increases at almost double the rate of inflation. Our industry's leading group on this issue, The Coalition for a 21st Century Postal Service (C21), said that "Given the Commission's statutory responsibilities, this decision was not surprising but it was still disappointing. The more-than-doubling over 5 years at current inflation rates proposed by the Commission would be harmful to postal customers and the Postal Service. While an increase in postage rates may bring some short-term relief to the Postal Service, it may create more harm than good by potentially forcing much more mail out of the system. And once mail leaves, it rarely comes back. The surest way to restore stability at the Postal Service would be for Congress to pass the bipartisan Postal Reform Act (HR 756), rather than have the Commission require postal customers to pay for obligations imposed by Congress on USPS that exceed any in the private sector and are a major contributor to USPS' financial difficulties. This common-sense legislation would stabilize the Postal Service without an excessive increase in postage rates. The Postal Service remains an important part of our economy, supporting more than 7.5 million jobs and \$1.4 trillion in annual sales revenues."

Ink Misting

We are noticing an ink film depositing on the guards and side frames of the press and a discoloration of the return air filters in our pressroom. What is causing the ink misting? Ink misting occurs when small droplets or long filaments of ink are created when the ink film is split in the roller nips and becomes diffused in the pressroom air. This is more often seen on high-speed presses. Ink misting often occurs due to an excessive ink film on the rollers caused by poor ink/water balance and an ink with low pigment strength. Other causes include over-emulsified ink, ink with too low of a viscosity (over reduced), or excessive heat buildup in the ink rollers brought on by improperly set rollers or rollers with a high durometer. Presses equipped with water-cooled oscillator rollers remove excessive heat and keep the ink on the rollers at a constant temperature and viscosity. Contact your ink supplier for assistance.

LUNCH with LESLIE



Hiring, On-boarding, and Managing Sales People

Thursday, January 25th
11:30 am - 1:00 pm
Santa Ana, CA

See page 3 for details!

Got A Question?

Mixed in with the everyday struggle to deliver jobs on time, trying to understand client's specs, quote on new projects and then get the check when the job is delivered are a stream of questions that need to be answered:

- What are prevailing wages in our industry?
- Does sales tax apply to this order and at what rate?
- How can I be sure that the new client will pay for the work?
- How can I schedule a basic CAL-OSHA checkup to be prepared for that knock on the door?
- Does it make sense to buy the new press?
- How should I structure our sales commission plan?
- How do the myriad of laws covering employment apply to us?
- Where can I get a new employee?
- How can I save money on my employee benefits and still have a competitive package?
- Where can I get financial help for my people?

While this list just scratches the surface, the good news is that PIASC has answers. Discover the value of your membership by calling (323) 728-9500.

IRS Form 1095-C Time

Firms that employ 50 or more persons must provide IRS Form 1095-C to their employees showing information about employer-provided health insurance. The IRS extended the due dates for these to March 2, 2018 (April 2, 2018 if filed electronically). If you obtain your health insurance coverage from PIBT, we will be sending you the coverage information. For further information, call Evie at Ext. 224 (email: evie@piasc.org).

Thought for the Week

Dost thou love life? Then do not squander time, for that is the stuff life is made of.
~ Benjamin Franklin

Upcoming National Events Calendar 2018	1/13-1/16	Color Conference	San Diego, CA	Jenn Strang	412-259-1810	jstrang@printing.org
	1/25	Webinar: Making the Needle Move: Selecting Metrics that Drive Results		Sam Shea	412-259-1747	sshea@printing.org
	2/22-2/24	Graphics of the Americas	Ft. Lauderdale, FL	Gabe Hernandez	407-240-8009	gabe@flprint.org
	3/4-3/6	Presidents Conference	Hyatt Regency San Antonio, San Antonio, TX	Adriane Harrison	412-259-1707	aharrison@printing.org
	3/18-3/21	TAGA Annual Technical Conference	Sheraton Inner Harbor Hotel, Baltimore, MD	John Bodnar	412-259-1706	jbodnar@printing.org
	4/8-4/11	Continuous Improvement Conference	Loews Chicago O'Hare Hotel, Rosemont, IL	Jim Workman	412-259-1710	jworkman@printing.org
	6/19-6/20	Print & Packaging Summit	Washington Marriott Marquis Hotel, DC	Lisbeth Lyons	202-627-6925	llyons@printing.org

For more information on any of the following events, go to www.piasc.org.

PIASC January-February Activities

<p>Jan. 13 <i>thru</i> 16</p> <p><small>To register visit cmc.printing.org</small></p>	<p><small>Event Number</small> CC2018</p> <hr/> <p><small>Cost: \$995/ members \$1,195 non-members</small></p> <hr/> <p><small>Location:</small> Hyatt Regency Mission Bay San Diego, CA</p>	<p>2018 COLOR CONFERENCE Contact: www.presidentsconference.com</p> <p>Color 2018 is where you'll find the best, most practical and in-depth information from the best minds in color—and gain knowledge that will strengthen your competitive edge. This year we have more than 40 in-depth sessions lined up across five distinct tracks—Brand & Design, Print & Production, Emerging Technology, Standards & Research, and Sponsor Technology. Whether you're a creative, brand professional, production specialist, or a color management expert, there will be sessions that are well-matched for you at this year's conference.</p> <p>Visit cmc.printing.org for more!</p>
<p>Jan. 18 <i>thru</i> 19</p> <p><small>Check here to REGISTER for this event</small></p>	<p><small>Event Number</small> SD31</p> <hr/> <p><small>9:00-2:00 p.m.</small> <small>Cost: FREE</small></p> <hr/> <p><small>Location:</small> Advantage, Inc. 1600 N. Kraemer Blvd. Anaheim, CA 92804</p>	<p>31ST ANNUAL SURPLUS DRIVE <i>at Advantage, Inc.</i> Contact: Kristy Villanueva, Ext. 215, kristy@piasc.org</p> <p>PIASC/RAISE Foundation will hold its thirty-first annual Surplus Drive to benefit graphic communications programs. Since its inception in 1987, this program supplements the extremely limited budgets of graphic arts teachers. The material donated by PIASC members and distributed to teachers, has become the life-blood of our local graphic arts programs. So, please, if you are doing end of the year inventory, hold on to any surplus paper and donate it to this good cause. Remember that your tax-deductible donations will help teachers train our future workforce! We will be at a new location this year, Advantage, Inc.</p> <p>Distribution of surplus to instructors will take place at Advantage, Inc. on Saturday, January 20, 2018, at 9:00 A.M.</p>
<p>Jan. 20</p> <p><small>Purchase tickets at: www.printmuseum.org/birthdaytickets/</small></p>	<p><small>Event Number</small> IPMBFBC</p> <hr/> <p><small>11a.m. & 1p.m.</small> <small>Cost: \$12 \$10 Students & Seniors</small></p> <hr/> <p><small>Location:</small> Int'l Printing Museum 315 W. Torrance Blvd. Carson, CA 90745</p>	<p>BEN FRANKLINS ELECTRIC BIRTHDAY CELEBRATION <i>Presented by the International Printing Museum</i> Contact: Mark Barbour, (310) 515-7166, mail@printingmuseum.org</p> <p>The first show is a special family-friendly show at 11 am. Great for kids of all ages and families! Join Ben Franklin as he details his life in colonial America, his inventions and experiments. He will also have a surprise birthday visit by some of his American Revolutionary War friends like Adams, Jefferson, Washington and others for a fun interactive question and answer period with the audience!</p> <p>Another show is at 1 pm geared more towards adults with Franklin reviewing his life, inventions and politics. This show will also be visited by some of his American Revolutionary War friends. After a 15 minute intermission following the 1 pm show, attendees of both shows are invited at 2:15 pm to a special Q & A session with all the Revolutionary personalities about their lives and times.</p> <p>The Museum will be open from 10:00 AM until 4pm; special tours and hands-on demonstrations in the Museum's galleries can be enjoyed before and after the Dr. Franklin Show in the Museum's theater. Come join the fun and thank the dear Doctor yourself for all that he has and continues to do for America!</p>

Quick Registration

- Mark your choices from listings above
- Fill out the form at the right
- FAX page(s) to (323) 724-2327

Company _____ Phone (_____) _____

Attendees: _____

Bill Company Credit Card # _____

All No Shows and Cancellations Less Than 48 Hours Prior to Meeting Will Be Billed.

Other Industry Events 2018	1/26	Grc Career Day	San Luis Obispo	Ising@calpoly.edu	805-756-2645
	3/22/18	AAF-OC Addy Awards	Balboa Bay Resort, Newport Beach	Aafoc.org/events	
	4/19/18	Grc Career Day	San Luis Obispo	Ising@calpoly.edu	805-756-2645

**Jan.
25**

Check here to REGISTER

Event Number
LWL

11:30 a.m.
Cost:
\$35 / member
\$70/ non-member

Location:
ActionCOACH
of Orange County
1231 E. Dyer Road
Suite 215
Santa Ana, CA 92705

LUNCH WITH LESLIE: HIRING, ON-BOARDING, AND MANAGING SALES PEOPLE

Speaker: *Leslie Groene, Groene Consulting*
Contact: **Emily Holguin, Ext. 262, emily@piasc.org**

(for owners, sales managers, HR professionals)
We will discuss how to hire new reps and what to look for while making an effective assessment. You know who you want to hire and what your criteria is, and we must make sure their goals are in line with yours!

When we onboard new reps it's important to establish benchmarks and common goals. Creating a training/support system for a new hire is imperative as well as providing them with a designated mentor.

Visit www.piasc.org/lunch for more!

**Jan.
26**

Check here to REGISTER

Event Number
LL

10:30 a.m.
Cost: **FREE / member**
\$299/ non-member

Location:
on your computer

FYI WEBINAR: LABOR LAW UPDATES FOR 2018

Presenter: *Kristine Kwong, PARTNER, Musick, Peeler & Garrett LLC*
Contact: **Emily Holguin, Ext. 262, emily@piasc.org**

The webinar will cover new laws regarding harassment, discrimination and retaliation claims and:

- Ban on applicant salary history inquiries
- NEW parental leave law
- Immigrant worker protections & CFRA rights expansion
- NEW Mandatory sexual harassment training topics
- CA joint liability for subcontractor's unpaid wages & fringe benefits
- Mandatory e-filing with EDD
- Workers' Compensation Medical treatment due to terrorist attacks
- Transgender rights posting
- CA minimum wage increases

**Feb.
7**

Check here to REGISTER

Event Number
SSSWC

**10:00 a.m. &
1:00 p.m.**
Cost:
**Members: FREE
with RSVP**

Location:
PIASC
5800 S. Eastern Ave.,
4th Floor
Los Angeles, CA 90040

STRATEGIES FOR SAFETY & SAVINGS: WORKERS' COMP

Speaker: *Jan A. Beaver, VP Risk Advisors*
Contact: **Vanessa Davila, Ext. 284, vanessa@piasc.org**

HIGH EX-MOD? Do you feel at the mercy of the workers' compensation system? How about feeling like you have no control over the premiums you pay or how the insurance company is managing an employee's injury? PIASC Insurance Services is holding an informational session on Safety & Risk control.

These sessions will include:

- Information for those who have the responsibility of risk control, safety compliance or employee injury management.
- Define the "mysterious" line of insurance and provide you with insights and best practices that help you contain costs and ensure injured employees return to work as soon as medically possible.
- Modification factors, pre & post employee injury management best practices
- How to gain support from employees to promote workplace safety

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Company _____ Phone (_____) _____

Attendees: _____

Bill Company Credit Card # _____

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Starting a Sales Career

Sales and marketing guru, Leslie Groene, says: In the beginning of your career, it is vital to build a solid foundation in your approach to building the business. Find mentors who manifest a “best practices” mentality and who are truly role models for you. Also, you’ll need to find a way to put in the time that is necessary at this stage of your development. As we’ve discussed before, you’ll never stand out from the pack if you have a “9-to-5” approach to your career. You’ll need to get to the office early and be prepared to be the last one to leave. Because you are the new rep in the office, everything will be new to you and things will take longer to fall into place. But once you absorb these lessons, you should be set to apply them from then on and you can move on to learning something else. A mentor who has a proven track record in the industry can alert you to specific problem areas and help you to model the productive things they do that contribute to their success. To get to know these special achievers, you’ll need to commit to attending sales seminars and training seminars within your firm and in your industry. Sometimes an expert who is teaching a seminar will be impressed that you are there and that you care enough to want to be the best that you can be. As I tell my clients, if you really want it, you will find a way to succeed by exhausting every reasonable and ethical means of advancing in your industry!

Publication Standards

My newest publication customer is adding quality requirements to their multi-year contract and has asked me to supply the industry standard for registration tolerances. Does anything exist like that for heatset web offset printing? I wish it did because then we’d have a better answer for the many questions we receive about standards and specifications for print quality. The truth, however, is that there are virtually no specific standards that cover print quality due to all of the different raw materials and the lack of quality standards for the materials. Each print job is custom manufactured usually at the lowest bid with the least expensive materials. For commercial printing on coated paper a common tolerance would be one row of dots. Another definition for acceptable register or fit is that any mis-register should not be visible at a normal viewing distance. The Government Printing Office in their GPO Contract Terms publication defines defects and acceptable numbers of defects for various quality levels of work they purchase. Companies need to develop their own quality document for their print markets and their customers’ expectations. This is more difficult when different quality levels of work are being produced (e.g., from annual reports to advertising inserts). The quality document may need to be customized for different markets or customers.

Wanted

Rollem Scoring and Perfining Machine, 45"-54" Cutter, Kansa Padding Machine. Call Mike at (909) 592-4419.

See our e-Classifieds section on the web at www.piasc.org.

Make it your New Year's Resolution to start saving money! PIASC is here to help you!

As a PIASC member, you are entitled to numerous discount programs that bring you substantial savings. Using just one or two of these discounts may cover—even exceed—your cost of membership.

Start Saving today!
Question? Contact Maribel Campos at (323) 728-9500, Ext. 210.

www.piasc.org

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P.O. Box 910936
Los Angeles, CA 90091-0936

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(323) 728-9500

Web Site:
www.piasc.org

Print Access:
www.printaccess.com

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