

GOVERNMENT AFFAIRS WATCHDOG

UPDATED LABOR LAW

POSTERS

On January 1, 2009, employers must exhibit revised federal and state postings reflecting changes in workplace requirements, including paid family leave, the Uniformed Services Employment and Reemployment Rights Act (USERRA), and Industrial Welfare Commission (IWC) orders that regulate wages, hours and working conditions.

Again this year, PIASC has available for members all state and federal notices in a handsome, laminated three poster set, in English or Spanish, for your compliance requirements: combined all 19 state and federal notices (24" x 39"), industry specific wage orders #1, manufacturing) and #4, professional/ clerical (24" x 39"), and USERRA (8½" x 11"). The cost, which includes shipping and handling, is \$45.50 for the three poster set.

Some companies may also be required to post additional notices depending on their operation, such as forklifts, fire extinguishers, safe lifting, and bloodborne pathogens. We also have those ready to ship.

The easiest way to order or view the list of available posters is online at www.piasc.org under the title *Labor Law Posters*, on the Government page, or by calling Marcos Uribe at Ext. 299.

BOE E-FILING

Nearly all sales and use tax accounts are eligible to e-file. Since July 2008, if you do

SCAQMD LAWSUIT IMPACTS PRINTERS

A coalition of environmental groups, headed by the National Resource Defense Council, has successfully sued the South Coast Air Quality Management District (SCAQMD) resulting in a court order prohibiting the SCAQMD from granting or selling emission credits under its permitting rules.

Consequently, permit applicants for new, modified, or relocated equipment can not benefit from the offset exemptions that SCAQMD rules allowed, such as for many printers the four (4) ton offset exemption granted to new and existing companies.

The SCAQMD said it will appeal the ruling, but for now, the processing of most air permits has come to a stop, including those for a number of printing companies.

Permit applicants may now be required to purchase Emission Reduction Credits (ERCs) on the open market to offset any emission changes. ERC are currently selling from \$10,000 to \$20,000 per pound.

business from multiple locations or pay by Electronic Funds Transfer (EFT), you may now be eligible to file your tax returns and prepayments online (e-file).

In fact, BOE is transitioning all eligible sales and use tax accounts from paper to e-file. You will be notified well in advance of the effective date of the transition for your account.

Detailed information along with publication 159, *E-file Guide*, will help make the transition to e-filing easier for you. Once transitioned to e-filing, you will no longer receive paper returns or prepayment forms in the mail.

You may be among the increasing number of California taxpayers who have already discovered the benefits of e-filing your sales and use tax returns and prepayments. Several e-file options are available on the

BOE website. Visit www.boe.ca.gov for more information.

WORKERS' COMP INCREASE FILED

The State Compensation Insurance Fund announced in mid-November that it filed a January 1, 2009, revision to its rating plan, which it anticipates will result in an average 8.9 percent increase in collectible premiums.

Premiums for individual employers will vary based on the experience of their particular rating class and experience modification, so individual employers will inevitably see more or less than the average. The principal reason for the rate increase is medical inflation, according to the filing.



Affiliated
Associations:

Printing Industries of California

Printing Industries of Northern California www.pinc.org

Printing Industries Assn. of Southern California www.piasc.org

Printing Industries Assn. of San Diego, Inc. www.piasd.org

(323) 728-9500

(415) 495-8242

(323) 728-9500

(858) 571-6555

UV CLEANUP SOLVENT

Last year PIC was able to get the South Coast Air Quality Management District (SCAQMD) to extend until January 1, 2009, reducing the VOC limit to less than 100 grams per liter for UV cleanup systems.

To do so, we had to commit to work with cleanup solvent manufacturers and companies to identify by December 2008 low-VOC solvents (less than 100 grams per liter) in cleaning lithographic printing rollers and blankets.

Over the year, we saw some success with various formulations. However, there still are no formulations (not even one formulation) that would accommodate the variety of UV printing operations.

As a result, PIC has asked for a one year extension on the implementation of the 100 gram per liter VOC standard—to January 1, 2010. Formulators need more work to come up with viable solvents to clean UV presses.

UV printing constitutes four percent of all lithographic printing in the district. This number correlates with the data presented in the April 19, 2005, Staff Report for Proposed Amended Rule 1171—Solvent Cleaning Operations, which shows that UV cleanup solvents constitute 4.21 percent of all lithographic cleanup solvent emissions in the district. (We arrived at this number by dividing total lithographic cleanup solvent emissions [3.80 tons per day] by UV cleanup solvent emissions [.16 tons per day—or conversely 4.21 percent].)

We are now awaiting a response from the SCAQMD regarding our request.

NATURE VERSUS NURTURE

In his book, *Talent is Overrated*, Geoff Colvin argues that talent and intelligence are not good predictors of success.

Colvin argues that to achieve great success, you must practice, practice, and practice some more. But you must approach practicing with tremendous intensity and be absolutely deliberate with your practicing.

And, he further suggests, “Deliberate practice is hard. It hurts. But it works. More of it equals better performance. Tons of it

INDUSTRY CLASSIFICATIONS

The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.

NAICS was developed under the auspices of the Office of Management and Budget (OMB), and adopted in 1997 to replace the Standard Industrial Classification (SIC) system. It was developed jointly by the U.S. Economic Classification Policy Committee (ECPC), Statistics Canada, and Mexico's Instituto Nacional de Estadística, Geografía e Informática, to allow for a high level of comparability in business statistics among the North American countries. The codes for different printing operations are as follows:

323110	Commercial Lithographic Printing
323111	Commercial Gravure Printing
323112	Commercial Flexographic Printing
323113	Commercial Screen Printing
323114	Quick Printing
323115	Digital Printing
323116	Manifold Business Forms Printing
323117	Books Printing
323118	Blankbook, Looseleaf Binders, & Devices Manufacturing
323119	Other Commercial Printing
32312	Support Activities for Printing
323121	Tradebinding and Related Work
323122	Prepress Services

equals great performance.” (pg. 7)

Colvin's approach is geared towards business-interest and focuses mainly on one determinant of success. The really good salesperson, estimator, or pressman isn't good by nature; they work at their profession; they put in the time to hone their skill.

Colvin's book is the application of the story of the tortoise and the hare. The hare may get out of the block fast, but the tortoise is steady in intent and effort and finishes first in the race.

LOTTERY REVENUES DROP

Gov. Arnold Schwarzenegger and state legislators have counted on a revamped state lottery to help balance the budget, which has ballooned

to \$16 billion, according to the state's chief budget analyst.

However, lottery ticket sales, including Super Lotto Plus, Mega Millions, Fantasy 5 and scratcher games, dropped by 10 percent during the first four months of the fiscal year beginning July 1.

The \$985 million in ticket sales represented a \$105 million drop in sales compared with the same period last year. And this continues a downward trend in sales.

Lottery sales reached \$3.6 billion in the 2005-06 fiscal year – when the Mega Millions game was introduced – but dropped to \$3 billion last year, and are projected to dip well under \$3 billion this year.