

Don't Miss Americas Print Awards, Live on YouTube on October 17!

Each year the members of the Americas Printing Association Network (APAN), i.e. the regional graphic communications associations across the country, each hold their own regional printing competitions. While it's fabulous to be recognized as the "best of the best" in your area, it's even more exciting to receive recognition as the "best of the best" in the U.S. This is what the third annual Americas Print Awards is all about!

For this competition, ten regional printing associations each sent the printed pieces that won top honors at their local competitions to PIA, this year's event host. A panel of three industry experts then tackled the incredibly difficult task of narrowing these 120 entries down to just 19 winning entries, including the coveted "Best of Show" award.

You won't want to miss the live awards announcement broadcast

Winners will be announced live on YouTube, in a broadcast sponsored by Canon that will feature detailed video imagery and explanations of each piece. Be sure to register or subscribe now to ensure you don't miss this event!



Date: Thursday, October 17, 2024

Time: 12:00 PT

Location: Youtube.com/@americasprintawards

Subscribe: At Youtube.com/@americasprintawards; click "ALL" on the drop down menu



BUSINESS MANAGEMENT

Remind Your Employees Not to Misuse Intellectual Property



Companies should provide periodic reminders to all personnel about not misusing someone else's intellectual property. Why? Because doing so may help avoid or reduce liability.

For companies creating intellectual property — be it software, advertising, marketing material, artwork or an invention — infringing on a third party's patent, copyright, trademark or trade secret is always a risk. Graphic communications businesses should therefore consistently remind employees to be careful that only original works, or properly licensed materials, should be included in creations the company uses for itself or provides to or produces for others.

In addition to keeping the company out of trouble by reminding new and old employees to avoid infringement, the practice of providing periodic reminders may also help to reduce liability if the company is sued for infringement. Providing notice, and documenting that notices have been given, may help shield a company from liability, or at least reduce damages in an infringement suit against the company, such as when a rogue employee is the cause of the infringement. An intention to infringe is often a factor in calculating intellectual property infringement damages. A consistent documented program of warning employees could be good evidence to negate any claim that the company fosters infringement as part of its business plan.

Source: Ned. T. Himmelrich, Gordon Feinblatt, LLC, NHimmelrich@gflaw.com.

HUMAN RESOURCES

Two Common HR Questions Answered

What's the best way to start enforcing certain policies consistently?

If your company has been lax about enforcing your policies around tardiness and dress code, how should you go about turning things around in this area?

If possible, we recommend meeting with employees to inform them that, going forward, these policies will be uniformly enforced. If meetings aren't a viable option, a company-wide announcement is the next best option. Regardless of how you initially communicate the change, you may want to provide a couple of reminders in the first few weeks after the change—old habits can be hard to break. Make sure you document when and how this change in policy enforcement is communicated to employees.

If appropriate for your workforce, you could couple the new enforcement with fun incentives for employees and teams that arrive to work on time or otherwise successfully follow your policies. Company-provided lunches, for example, are a popular reward and likely to motivate punctuality and appropriate attire.

If employees continue to be late or dress inappropriately, you can and should discipline them in accordance with your policy. But do keep in mind that with dress codes and attendance policies, you may need to provide reasonable accommodations when required by law.

Should you limit who employees can bring to a company event?

Say you are hosting an event and would like to allow your employees to bring a guest. Should you put limits on who they can invite (e.g., their spouse)?

While the decision is up to you, we don't generally recommend limiting who can be a "plus one." Not everyone has a spouse or significant other, so allowing employees to bring whomever they want is more inclusive and inviting. They're more likely to attend

and have a good time. Not placing limits on who can be a plus one also saves you from having to define terms like "significant other" or "partner" and determining whether certain guests qualify.

That said, depending on the type of event, it could be reasonable to limit guests to those who are at least 18 or 21 years old.

If you opt to restrict who can be a guest, inform employees ahead of time and be prepared to explain your reasoning.

Source: HR|BIZZ



MEMBER NEWS

Record Fundraising for the RAISE Foundation

32nd Annual Arizona KellySpicers PAR-TEE on the Green presented by PIA was a huge success! Nothing like a great day out on the green during Arizona's first day of fall. The temperatures finally dropped and the AZ print community reaped the benefits.

We had a record year in raising funds for the RAISE Foundation thanks to Peggy Deal and the Scottsdale Community College students. \$3840 thanks to raffle tickets,

mulligan tickets and the 50/50 raffle.

The 50/50 raffle total was \$1020 in which \$510 went to the winner, Jerry Coady from Kornit who then gave it back. Thank you again Jerry!



Continued on back

MEMBER NEWS

Continued from front

1st Place: (\$150 gift cards each for The Salt Cellar Restaurant)

Jim Skoglund, Jimbo's Wing'n it
 Jeff Downey
 Scott Downey
 Brett Wilson, SRP

2nd Place: (Bose speakers)

Trevis Becker, AlphaGraphics on University
 Kevin Coe
 Tom Veesaert, AlphaGraphics on University
 Donna Veesaert

3rd Place: (\$75 Undertow Gift Cards each)

Jerry Prasse, Heidelberg USA
 Brice Tarling, Heidelberg USA
 Lou Caron, PIA
 Chris Falco, Falco Sult

Competition Holes: (\$50 Amazon Gift Cards)

Closest in 2 – Brett Wilson, SRP
Closest to the Pin – Brett Wilson, SRP
Men's Long Drive – Brett Wilson, SRP
Women's Long Drive – Blanca DiPoce, KellySpicers
Longest Putt – Craig Nolan, AlphaGraphics HQ



CLASSIFIED

FOR LEASE:

52,250 square foot property in an industrial neighborhood. Structure description: Free standing, concrete tilt up, single story dock-high building with a double wood bow truss roof (remodeled 1999). Building size: 25,200 square feet. For more information, contact Virla Clark at (310) 897-9411 or virlaclark@gmail.com.

FOR LEASE:

Huge price reduction! 17,480 square foot industrial building in Bell Gardens, California, with heavy power and yard. For more information, please call Lui Salazar at (213) 270-2229.

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/CEO
 Ext. 274, lou@piasc.org

NORA WOLKOFF
 VP, PIASC INSURANCE
 Ext. 222, nora@piascins.com

EVIE BAÑAGA
 EMPLOYEE BENEFITS
 Ext. 224, evie@piabt.org

KRISTY VILLANUEVA
 MEMBER SERVICES
 Ext. 215, kristy@piasc.org

RODNEY BOLTON
 HUMAN RESOURCES
 piasc@hrbizz.com

MEMBER PURCHASE PROGRAM

CYBER SALE

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 Windows 11 Home, 8GB memory*,
 256GB* SSD



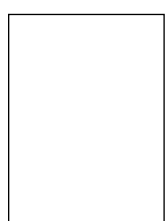
Dell UltraSharp 24 Monitor - U2424H
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5800 S. Eastern Ave., #400
 Los Angeles, CA 90040



Help is always at hand



Events CALENDAR

- **Webinar: Management Training, Designed for Print Professionals**
OCTOBER 8, NOVEMBER 12 & DECEMBER 10
 Via Zoom
bit.ly/DesignMgmtTraining
- **Los Angeles Printers Fair**
SATURDAY - SUNDAY OCTOBER 19-20
 Carson, CA
bit.ly/LA-Printers-Fair
- **Save the Date: 2024 Americas Print Awards**
THURSDAY, OCTOBER 17
 Via Zoom
bit.ly/MailDesign2024PIA

- **Save the Date: R.A.I.S.E. Paper Drive**
THURSDAY - FRIDAY OCTOBER 17 - 18
 Anaheim, CA
 Contact: Kristy Villanueva at Kristy@piasc.org
- **Mail Design Consultant Workshop**
OCTOBER 21, 22 AND 23
FROM 10:00 AM TO 11:30 AM PDT & OCTOBER 24 FROM 10:00 AM TO 12:00 PM PDT
 Via Zoom
bit.ly/MailDesign2024PIA

9 September						
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FOR FULL LIST OF EVENTS, PLEASE VISIT WWW.PIASC.ORG/EVENTS

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