

GOVERNMENT AFFAIRS WATCHDOG

FAILURE TO CARRY WORKERS' COMP

SB 313, signed in November 2009, increases the penalty on employers for not carrying workers' compensation insurance from \$1,000 to \$1,500 per employee.

In addition, uninsured employers will have to pay the amount they would have otherwise paid for insurance into the state treasury for each week the employer was uninsured during the three years preceding the citation.

Employers who get insurance while a penalty determination is being made will have to pay a prorated penalty up to the time that insurance was obtained.

POST OSHA FORM 300A

OSHA requires that employers post a summary of the total number of job-related injuries and illnesses that occurred last year from February 1 to April 30, 2009. Employers are only required to post the Summary (OSHA Form 300A), not the OSHA 300 Log.

The summary must list the total numbers of job-related injuries and illnesses that occurred in 2008 and were logged on the OSHA 300 form. Employment information about annual average number of employees and total hours worked during the calendar year is also required. Companies with no recordable injuries or illnesses in 2008 must post the form with zeros on the total line. All establishment summaries must be certified by a company executive.

The form should be displayed in a common

PERSONAL PROPERTY TAX REDUCTION ON PRESSES

After more than 15 months, the Printing Industries of California (PIC) hard work has paid off. PIC has successfully petitioned to save printers money on their property tax for their presses - now and for years to come. On Dec. 15, 2009, the State Board of Equalization voted unanimously (5-0) to adopt PIC's proposal of the Percent Good Factors.

The New Percent Good Factors, in layman's terms, is the original cost of the equipment less depreciation that estimates the replacement cost of the equipment in any given year. The petition, for now, includes only sheetfed presses. However, the petition is still open, and the opportunity for web presses to provide sales data will be available.

Changing the percent good factors will lower your tax assessment - not just for the coming year, but for each year thereafter, and not for just new presses that you may purchase in the future, but for any presses you currently own.

Heidelberg USA, Inc. and Komori America Corporation were instrumental in our efforts at every stage of the project. Each provided extensive sales data which served as the basis for the new valuation factors. Without their support this project would have been unsuccessful.

Some counties apply an untrended 15 year table; others apply untrended 12 year table. They'll now use a 10 year table, with new valuation factors.

For more information, contact Gerry Bonetto at 323-728-9500.

Age	Untrended 15 Year	Untrended 12 Year	NEW 10 Year
1	95	94	91
2	91	89	82
3	86	80	77
4	80	73	66
5	75	66	58
6	70	57	50
7	64	52	43
8	59	45	37
9	53	39	31
10	48	32	23
11	42	27	20
12	37	22	17
13	32	17	13
14	28	14	10
15	24	11	10

area wherever notices to employees are usually posted. A copy of the summary must be made available to employees who move between work sites, such as construction workers, and employees who do not report to any one location on a regular basis.

Employers with 10 or fewer employees are

normally exempt from federal OSHA injury and illness recordkeeping and posting requirements.

You can download the forms from the Cal/ OSHA website at piasc.org under the Human Resources in the OSHA dropdown menu.



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

MORE DO NOT MAIL ACTIVITY

In 2009 advertising is projected to contribute more than \$650 billion in increased sales to the US economy and play a critical role in the success of our country's businesses and nonprofit organizations—It all can be gone if Do Not Mail bills become law.

Do Not Mail organizers initially worked state legislatures, pressing for the creation of an active government run Do Not Mail registry. In 2008, 12 state legislatures had 15 Do Not Mail bills under consideration; in 2009 two state legislatures entertained the idea.

Recently there seems to be a shift in strategy—get resolutions passed at the local level, thus creating a grassroots movement to force the legislature to take action.

California, specifically the Bay Area, has been the launching pad for this activity. The San Francisco Board of Supervisors passed a non-binding Do Not Mail resolution and the cities of Oakland and Berkeley will take the idea up again in January.

If you have any questions or suggestions, please contact Gerry Bonetto at Ext. 248 (email: gerry@piasc.org).

PIA PETITIONS CPSC

Printing Industries of America announces its petition to the U.S. Consumer Product Safety Commission (CPSC) requesting an extension of the current stay of enforcement for certain Consumer Product Safety Improvement Act (CPSIA) testing and certification requirements for ordinary children's books and other printed materials.

Congress passed the CPSIA—which seeks to limit the presence of lead and other toxic chemicals in products intended for children under the age of 12—in 2008, but the CPSC delayed full implementation of the act for one year due to a lack of regulatory and enforcement guidance and resources necessary to fully comply with the Act.

Over the past year, Printing Industries, its

NEW POSTING REQUIRED

PIC is offering the 2010 mandatory workplace posters for sale. California businesses must display these posters by January 1, 2010, where all employees can see them to be in compliance with federal and state laws.

Every year, it seems, the state and federal governments amend the language in various notices, thus forcing employers to get new posters. This year is no exception. The 2009 notices do not meet federal and state 2010 requirements. Moreover, attorneys are now soliciting employees to identify employers who do not post current labor law requirements. It's easy money for them, and an opportunity for disgruntled employees to harm their employer, so don't potentially jeopardize your company by not having current required postings.

The changes for 2010 include:

- **EEOC Poster.** The November 2009 update contains the Americans with Disabilities Act Amendments Act and the Genetic Information Nondiscrimination Act. The revised notices also include updates from the U.S. Department of Labor.
- **Safety and Health Notice.** The changes to this notice include updated contact information.
- **Federal Minimum Wage Notice.** The notice was revised in 2009 and the new poster reflects changes in the penalties for violations of child labor laws.
- **Family Medical Leave Act (FMLA).** The FMLA notice was revised in 2009 to reflect the amendments to family and medical leave.

The cost, which includes shipping and handling, is \$24.00 for members and \$33.00 for non-members.

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

member companies, and stakeholders in the children's printing and publishing industry have worked to provide scientific data, technical guidance, and manufacturing processes information to the CPSC in order to demonstrate that ordinary children's books and other printed paper-based materials do not contain lead near the limits established by the CPSIA.

In August, CPSC determined certain component materials used in books and other printed material, such as paper and CMYK process inks, are not required to be tested for lead content under the Act. However, testing of other critical components to the manufacturing process, such as spot inks and polyester and polypropylene clear films, would require testing.

The petition acknowledged CPSC's efforts to achieve a workable solution that balances product safety with industry requirements, but noted that the practical result of

exempting only some of the components used in the printing manufacturing process will not provide the needed relief from costly and burdensome testing requirements. The cost for testing is averaging between \$350 and \$500, and a test requires destruction of multiple copies of the product. Additionally, the petition addressed concerns regarding the limited list of approved third-party laboratories that could perform required tests.

In concluding its call for an extension of the current stay, Printing Industries stated that problems associated with implementation of the CPSIA present "real technical, practical, and economic challenges that need to be carefully considered and addressed by the Commission."

The petition can be found at printing.org under the Government Advocacy button.