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### Headline Summary

- Illness & Injury Prevention Plan
- 2012 Labor Posters Available
- Recycled Paper
- Employer Responsibility under Cal/OSHA
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## Recycled Paper

Here are some interesting facts about paper and recycling, according to the American Forest and Paper Association.

- In 2010, 87% of Americans had access to some type of recycling program.
- 63.5% of the paper used in the U.S. in 2010 was recycled.
- Since 1990, the recycling rate of paper has increased by 89%.
- 115 paper mills in the United States used recovered fiber exclusively in 2010, and 289 more, or 77%, used at least some recovered material in their manufacturing process

Source: *American Forest and Paper Association*

# WatchDog

Guarding the Business of Print

February 2012

## Illness & Injury Prevention Plan

A recent study just released by Rand Corporation's Center for Health and Safety in the Workplace concluded that California's Illness & Injury Prevention Program (I2P2) can help prevent worker injuries, but only if it is adequately enforced.

The authors also say compliance "improves substantially after the first inspection by Cal/OSHA, but compliance at the first inspection hasn't improved over the years. Under the program, businesses are required to have a written I2P2 program, to document hazard surveys, and to provide employee training.

Therefore, either educational programs haven't worked "or the deterrent posed by current inspections is not very strong, or both," according to the authors. The median penalty for violating the requirement for a written program is just \$140, and the annual probability of inspection has declined by almost half since the California rule took effect in 1991, they further report.

We can hear the message loud and clear: More inspections and stiffer fines—and the state legislature may just accommodate this idea.

If you don't have an I2P2 program, PIC has a program template from which to write your program. Contact Gerry Bonetto at (323) 728-9500, Ext. 248.

## 2012 Posters Available

All California businesses must display up-to-date labor and safety notices, where all employees can see them to be in compliance with federal and state laws.

The 2011 posters do not meet the federal and state 2012 requirements. Updated posters include those listed below:

CA Family and Medical Leave Notice B (01/11)  
CA Pregnancy Disability Leave Notice A (01/11)  
CA Unemployment Insurance Benefits (05/11)  
CAL/OSHA (10/11)  
Employee Rights under NLRA (4/30/12)

The posters are

- Laminated on both sides and printed in high-quality full color
  - Combo measures 27" x 39" while NLRA and San Francisco measures 11" x 17"
  - Posters are guaranteed to be the most up to date versions available
- Some companies may also require to post additional notices depending on their operation, such as forklift safety, fire extinguisher use, and safe lifting.

We also have those available and ready to ship.

Call you association to place your order; the cost for the combination poster is \$24.50, which includes postage and sales tax.

## Employer Responsibilities Under Cal/OSHA

Employers have different responsibilities under the California Occupational Safety and Health Act of 1973 and Title 8 of the California Code of Regulations. The following represents a list of the most important ones.

- Establish, implement and maintain an Injury and Illness Prevention Program and update it periodically to keep employees safe.
- Inspect workplace(s) to identify and correct unsafe and hazardous conditions.
- Make sure employees have and use safe tools and equipment and properly maintain this equipment.
- Use color codes, posters, labels or signs to warn employees of potential hazards.
- Establish or update operating procedures and communicate them so employees follow safety and health requirements.
- Report immediately by telephone or fax to the nearest Cal/OSHA Enforcement Unit district office any serious injury or illness, or death, of an employee occurring in a place of employment or in connection with any employment as required by section 342(a), Title 8, California Code of Regulations (T8CCR). Serious injury or illness is defined in section 330(h), T8CCR.
- Keep records of work-related injuries and illnesses, and post a copy of the totals from the last page of the log 300 from February 1 through April 30, if the employer has 11 or more employees.
- If required to keep one, provide employees, former employees and their representatives access to the Log and Summary of Occupational Injuries and Illnesses, Cal/OSHA form 300, at a reasonable time and in a reasonable manner.
- Provide access to employee medical records and exposure records to employees or their authorized representatives.
- Provide the OSHA enforcement personnel with names of authorized employee representatives who may be asked to accompany enforcement personnel during an inspection.
- Do not discriminate against employees who exercise their rights under the California OSHA Act.
- Post OSHA citations at or near the work area involved. Each citation must remain posted until the violation has been corrected, or for three working days, whichever is longer.
- Correct cited violations by the deadline set in the OSHA citation and submit required abatement verification documentation.

## Employee Rights Posting Delayed

As of April 30, 2012, most private sector employers will be required to post a notice advising employees of their rights under the National Labor Relations Act. (The original effective date was postponed.) The notice should be posted in a conspicuous place, where other notifications of workplace rights and employer rules and policies are posted.

For further information about the posting, including a detailed discussion of which employers are covered by the NLRA, and what to do if a substantial share of the workplace speaks a language other than English. For a copy of the poster or more information, go to [nlrb.gov/poster](http://nlrb.gov/poster).

PLEASE NOTE: The poster is required to be 11 x 17 inches, in color or in black-and-white. When printing to full size, be sure to set your printer output to 11 x 17. Or you may print the two 8.5 x 11 pages and tape them together.

## Single-Payer Healthcare Bill Stalled

On January 27, SB 810 (Leno, D-San Francisco), the single-payer healthcare bill, failed passage on the Senate floor. The bill, however, was granted "reconsideration" and could be brought back again if the author can line up two additional votes needed for passage.

This bill would create a new government agency charged with providing health coverage to all Californians. The revenue necessary to implement the bill (\$200 billion) would be generated solely through premiums paid by California employers.

To balance the budget for the program, premiums can be increased, benefit and provider payments can be reduced, or co-payments and deductions can be imposed.

Many in the business community argue this bill is not necessary because of the enacted Patient Protection and Affordable Care Act in 2009. The bill would duplicate the federal reform. It's highly questionable whether a state government healthcare program, funded by business, is going to deliver a more efficient and equitable system.

## Spending On Lobbying Soars

Special interests in California set a new record for lobbying in 2011, with a total of \$285 million to influence state government, according to a just released study by Common Cause. The amount exceed the 2010 high by 6 percent, well beyond inflationary increases.

Two labor unions lead the way in spending: the California Teachers Association (\$6.57 million) and the Service Employees International Union (\$5 million). Other top five contributions were: Western States Petroleum Association (\$4.27 million), City of Vernon (\$3.52 million), and Kaiser Foundation health Plan Inc. (\$3.01 million).

In these cases the spike in spending may be attributed to interests fighting to avert budget cuts, pension reform, or tax increases.

Although not in the top ten contributors, the Anschutz Entertainment Group spent \$608,000 to pass a law expediting any environmental court challenge filed against the stadium planned in downtown Los Angeles.

