



Member Associations of

PRINTING INDUSTRIES OF CALIFORNIA

Printing Industries Association of **Southern California**
Phone: (323) 728-9500 Web: www.piasc.org

Printing Industries Association of **San Diego**
Phone: (858) 800-6900 Web: www.piasd.org

(formerly Printing Industries of Northern California) **Visual Media Alliance**
Phone: (415) 495-8242 Web: www.visualmediaalliance.org

Headline Summary

- 2017 Labor Law Posters
- SCAQMD BACT for Flexo
- Legislative Update
- Carry Out Bags
- Minimum Wage Increase
- Marijuana in the Workplace

SCAQMD BACT for Flexo

The South Coast Air Quality District (SCAQMD) is in the process of amending its Best Available Control Techniques guidelines for both major and minor facilities.

There is a request to include UV/EB technology in the ink category for flexographic printing on the grounds that it is included in the ink category in all other printing processes (lithography, letterpress, and gravure).

We submitted comments on this request supporting the inclusion of both UV/EB and water based ink in the flexography category, but also supported SCAQMD's staff proposal to take up this issue in the next revision to the BACT guidelines. For more information, contact Gerry Bonetto at (323) 728-9500, ext. 248.

WatchDog

Guarding the Business of Print

December 2016

2017 Labor Law Posters

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 2016 all-in-one poster does not meet the federal and state 2017 requirements. Updated posters include the following important revisions:

- CA Minimum Wage Notice
- FED Minimum Wage and Employee Polygraph Protection Act
- FED Pregnancy Leave

Companies will also have to update their Industrial Welfare Commission Wage Order (#1 Manufacturing or #4 Administrative) given the new state minimum wage increases.

You can pre-order posters from PIASC at the same rate as in previous years. For example, the cost for the 2017 all-in-one poster is \$24.50, which includes postage and sales tax.

To pre-order your 2017 All-in-One poster and Wage Order, contact Emily Holguin at (323) 728-9500, ext. 262 or email emily@piasc.org.

Minimum Wage Increase

On January 1, 2016, the minimum wage increased to \$10 per hour. Subsequently, the minimum wage for all industries will be increased to \$15 per hour from January 1, 2017 to January 1, 2022 or 2023 depending on the number of employees.

The following are the scheduled increases for any business that employs 26 or more employees:

- * On January 1, 2017 to \$10.50 per hour
- * On January 1, 2018 to \$11 per hour
- * On January 1, 2019 to \$12 per hour
- * On January 1, 2020 to \$13 per hour
- * On January 1, 2021 to \$14 per hour
- * On January 1, 2022 and until adjusted by the formula, to \$15 per hour

The following are the scheduled increases for any business that employs 25 or fewer employees:

- * On January 1, 2018 to \$10.50 per hour
- * On January 1, 2019 to \$11 per hour
- * On January 1, 2020 to \$12 per hour
- * On January 1, 2021 to \$13 per hour
- * On January 1, 2022 to \$14 per hour
- * On January 1, 2023 and until adjusted by the formula, to \$15 per hour

Legislative Review

Below is a list of legislation on which we worked in the recently completed legislative session. Our position is state first, then brief of the legislation, and finally its results.

Oppose. SB 32 (Pavley- D-Agoura Hills) and AB 197 (E. Garcia; D-Coachella). Taken together, SB 32 and AB 197 impose very severe caps on emissions of greenhouse gases in California through 2030, without requiring the regulatory agencies to give any consideration to the impacts on the economy or the fact that California's population will grow almost 50% between 1990 and 2030. **(Passed)**

Oppose. SB 654 (Jackson- D-Santa Barbara) This bill would have created a new protected leave of absence for employers with as few as 20 employees. California already requires employers with 5 or more employees to provide up to 4 months of protected leave for an employee who suffers a medical disability because of pregnancy. SB 654 would have added another 6 weeks of leave for the same employee, totaling over 5 months of protected leave. The bill also exposed small employers to costly litigation. **(Failed Passage)**

Support - SB 1349 Hertzberg (D-Van Nuys). This legislation requires the Secretary of State and the Fair Political Practices Commission to modernize the Cal-Access website and portal. The Secretary is charged with transforming the site from a form-driven process, which originated literally from the old paperwork filing, to a data-driven system that will enable searching, sorting, and ease of analysis. Over time, the system will be capable of integrating campaign finance reporting for municipalities. **(Passed)**

Oppose. SB 1387 (de Leon-D-Los Angeles) did two things: it passes authority from the South Coast Air District to the California Air Resources Board to amend, change or reject rules adopted by the SCAQMD as not strict enough and expands the SCAQMD Board from 13 to 16 members. *(cont.)*

Legislative Review (cont.)

The three new members, from environmental justice organizations, would be appointed by the Assembly Speaker, Senate Majority leader and Governor, give each a second appointee on the Executive Board. **(Failed Passage)**

PIC has work continually to defeat this onerous bill, include telephone calls to Democrats who hadn't voted on the floor throughout the day. While backroom deals abounded, in the end (at 11:54 p.m. on the August 33—the last day of the session) 6 Democrats voted against the bill and 15 abstained from voting. That was enough to snatch victory from defeat.

Oppose. SCA 5 (Hancock - D-Berkeley) increased commercial property taxes, and ACA 8 (Bloom - D-Santa Monica) lowered the vote requirements (percentage) for tax increases. **(Failed Passage)**

Carry Out Bags

Proposition 67 was approved by 52 percent of voters. It continues the statewide ban prohibiting grocery stores and other selected retailers from handing out single-use plastic bags, but allows them to sell recycled paper bags and reusable bags for a minimum of 10 cents.

The law applies to the following retailers:

- Full-line, self-service retail stores with gross annual sales of at least \$2 million that sell dry groceries, canned goods, or nonfood items, and some perishable items.
- Pharmacies with at least 10,000 square feet of retail space.
- Convenience stores, foodmarts, or "other entities" with a liquor license and partial grocery line or that sell goods to be consumed off premises.
- Other retailers that voluntarily agree to comply with the plastic bag ban.

If retailers offer bags for purchase, the bags must meet the following minimum standards and cost no less than 10 cents each.

Marijuana in the Workplace

Proposition 64 legalized the recreational use of marijuana for adults 21 years old and over. The provisions that pertain to employers took effect immediately—on November 9.

- Proposition 64 **primarily** addresses the decriminalization of recreational marijuana use; it does **not** ban or restrict an employer's ability to regulate marijuana usage in the workplace.
- Proposition 64 **explicitly** permits public and private employers to enact and enforce workplace policies pertaining to marijuana.
- Proposition 64 explicitly provides that it **does not** amend, repeal, affect, restrict, or preempt "the rights and obligations of public and private employers to maintain a drug and alcohol free workplace or require an employer to permit or accommodate the use, consumption, possession, transfer, display, transportation, sale, or growth of marijuana in the workplace."
- Employers can still rely on federal law to refuse to hire applicants who tested positive for marijuana use. However, they should review their drug policies to ensure that potential applicants and employees clearly understand the expectations on marijuana use.

