

# SIGNATURE

ENGAGE. EXPLORE. ENERGIZE. EXCEL.

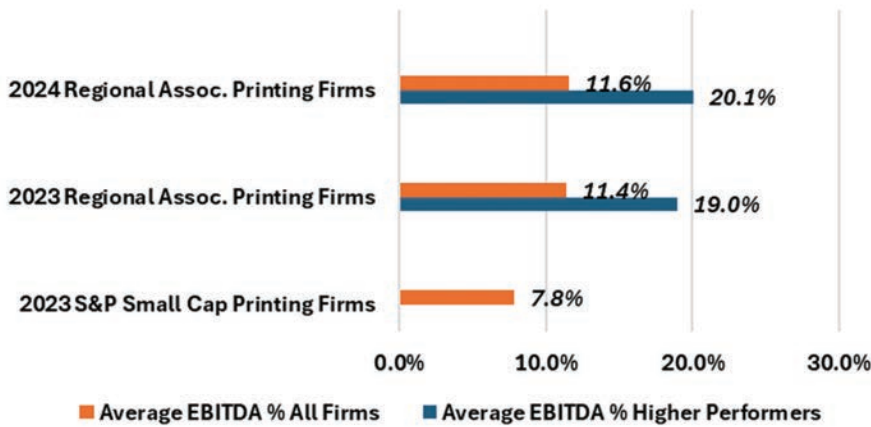
## DATA SUGGESTS REGIONAL PRINTING ASSOCIATION MEMBERS OUTPERFORM NON-MEMBERS:

### What Association Benefits Help Their Success?

By Dr. Ralph Williams Jr. and Dr. Greg Nagel, Middle Tennessee State University

Our recent financial benchmarking surveys suggest that regional printing association members produce higher Earnings-before-interest-taxes-depreciation-and-amortization (EBITDA) than national industry averages. Indeed, our averages indicate that our respondents – all holding regional association membership – reported 46% higher EBITDA than the 2023 S&P Small Cap average for firms in the commercial printing industry.

Average EBITDA %



However, we acknowledge that our sample size was relatively small. Also, it's possible that higher-performing firms were more likely to complete our survey – or join an association (correlation does not necessarily mean causation). Yet, those performance differences prompted us to look at industry associations from a broad view.

We found that there are thousands of industry associations (reflecting many industries) in the United States. Also, a recent study indicated that almost half of the industry associations in the United States reported membership growth. All this raised some interesting questions: What unique performance-enhancing benefits are firms receiving from regional printing associations? Why is joining a regional printing association a smart move?

Continued on page 3



— WEBINAR —

Scott G. Shimandle, Compliance Assistance Specialist, USDOL/OSHA and co-hosted by Steve Stankavage, Director of EHS, PGCA (See page 13).

December 5, 2024 | 9:00 am



November 2024 / In this issue

Cover Continued	3
Member News	4
Mark Your Calendar	6
PGCA Member Topgolf Events	6-7
Printers and Pints	7
HR Academy Series	8
Carbon Offset	8-9
PGCA Sustainability Services	10
UPS Member Savings	11
Retirement Plan MEP	11
Virtual Town Hall Meeting	12
Breakfast with OSHA	13
PGCA VA/NY/MD Holiday Celebrations	13
PGCA Board of Directors	14
Identify Hazard Factors	14-15
Ban on Captive Audience Meetings	16

Serving Graphic Communications Firms in New York, New Jersey, Pennsylvania, Maryland, Virginia, District of Columbia and Delaware.

# SHIPMAN

Print Solutions

**yeah.**

**we do  
all that  
stuff.**

PADS DIGITAL  
SHORT RUN  
STORAGE UNION  
WEB CUT SOLUTIONS BUG  
SINGLES  
SADDLE-STITCHED BOOKS  
100%  
TRADE ENVELOPES

*(And you thought we printed only envelopes.™)*

**800-462-2114** tel  
[www.shipmanprint.com](http://www.shipmanprint.com)

**888-274-4652** fax  
[printing@shipmanprint.com](mailto:printing@shipmanprint.com)

*Solutions. It's right in our name.™*

**COVER CONTINUED**

To address this, we explored some contemporary articles, sought thoughts from regional printing association leaders, and applied our experiences.

**Here are a few of the association membership benefits we found.**

**Keeping up with industry trends** – Yes, many printing industry reports are available. However, connecting with other association members and leaders may give you a more accurate and current view of what’s happening at firms like yours in your region.

**Networking** – A crystal ball for diving into the future is your network. Regional members often know what is coming locally well before it appears. Further, by networking with other regional association members, printing firm leaders may develop a source to discuss ideas and problems. Indeed, I have seen effective peer groups developed among regional printing association members. “Networking” is a common term, but we like “relationship building.”

**“Members who join a regional association AND participate in its offerings and activities are better positioned to compete than those who fly solo.”**

**Provides a voice for printing firms** – If a member is concerned about a regional legislative issue or other issues (such as supply chain problems), they can voice their concerns to association leaders. Their association leaders appreciate being alerted to relevant problems, and association leaders may address an issue of concern. We’ve seen that occur multiple times over recent years. This is especially relevant to regional printing associations.



**Regional legislative updates** – Related to the point just above, regional printing associations can keep their members updated about potential legislative changes that could affect member firms regionally, but not nationally. This may help members prepare for coming changes before those changes are dropped in their lap.

**Training opportunities** – Training employees is a challenge, especially for small businesses with limited resources. Regional printing associations provide employee training material and programs. Regional travel and registration costs are often lower than for national training programs. Further, developing employees by connecting them to regional association training programs conveys the value a firm leader has in teammates. This enhances retention and positions the company to compete in the labor market for new employees.

**Leadership and strategic knowledge** – I have spoken at regional printing association events and seen multiple speakers provide printing firm leaders with relevant, helpful, and actionable knowledge.

**An ongoing expansion of knowledge** – I receive multiple regional printing associations’ e-newsletters and journals. Those communication channels provide members with knowledge relevant to the industry as a whole and, additionally, region-specific knowledge.

**Group buying options** – Multiple regional printing associations provide members with group buying options. Multiple company involvement reduces prices. This may include insurance, freight, health insurance, credit cards, 401k programs, and others.

**Business acquisition, merger, or selling options** – If you are considering one of those options, regional association leaders may connect you with other companies that might fit what you’re seeking.

**Enhanced supplier relationships** – At regional association events, I have seen leaders of a printing firm and one of their suppliers step aside and engage in conversations that appear more profound than they have in busy business environments.

These conversations may develop more strategic alignment between a printing firm and its supplier.

**Strategic partners** – Firms may find potential strategic partners through regional association membership and networking. For instance, consider a printing company that has an opportunity to publish perfect bound books for a potential customer, but they don’t have the needed bindery equipment. And the potential revenue from

those books does not justify acquiring that bindery equipment. Through engagement with a regional association, that company might identify a potential strategic partner to work with in landing that business...working together. Physical proximity enhances the partnership’s profitability.

Yes, there’s a long list of potential benefits from regional printing association membership. Multiple benefits mentioned above directly connect to “regional” printing associations with knowledge of the local industry players. I have seen and experienced these benefits for more than four decades. However, to leverage the potential benefits, you must do more than join the association – we learn others’ skills and character by connecting with them, not merely sharing a cup of coffee – though that may be a good start.

Members who join a regional association AND participate in its offerings and activities are better positioned to compete than those who fly solo. Engage in association activities to get all you can from your regional association membership. Our findings suggest regional printing association members are nearly twice as strong as commercial printing firms in the S&P Small Cap. For the above and many more reasons, YES, regional printing association membership is a SMART move!

Take Ralph’s advice! Engage with your regional association, Print & Graphic Communications Association and reap the benefits of membership. Visit [printcommunications.org](http://printcommunications.org) for a list of upcoming events, member discounts available, online training, and more.

Contact Ralph Williams at [ralph.williams@mtsu.edu](mailto:ralph.williams@mtsu.edu) with any questions.

## PGCA HEADQUARTERS

636 N. French Road, Suite 1, Amherst, NY 14228  
tel: (716) 691-3211 or (800) 777-4742  
www.printcommunications.org

### ADAM G. AVRICK

Co-Chairman  
adam@designdistributors.com

### JIM ROSENTHAL

Co-Chairman  
jimr@pdcgraphics.com

### TIMOTHY FREEMAN

Co-President  
tim@printcommunications.org

### MELISSA JONES

Co-President  
melissa@printcommunications.org  
tel: (856) 308-2851

### STEVE STANKAVAGE

Director of Environmental, Health & Safety  
sstankavage@printcommunications.org  
tel: (570) 579-6497

### KIM TUZZO

Marketing & Programs Director  
kim@printcommunications.org

### MIKE VARES

Director of Development  
mike@printcommunications.org  
tel: (443) 276-3146

### CAROLINE WAWRZYNIEC

Office Support Manager  
caroline@printcommunications.org

### DEBBIE WOOLBRIGHT

Office Administrator  
debbie@printcommunications.org  
tel: (410) 319-0900

## ASSOCIATION COUNSEL

Ferrara Fiorenza PC  
5010 Campuswood Drive, E. Syracuse, NY 13057  
tel: (315) 437-7600 | www.ferrarafirm.com

### NICHOLAS J. FIORENZA

Partner  
njfiorenza@ferrarafirm.com

### MICHAEL L. DODD

Partner  
mldodd@ferrarafirm.com

## INSURANCE PARTNER

Gilroy Kernan & Gilroy  
210 Clinton Road, New Hartford, NY 13413

### ANDY BIERNAT

VP Strategic Risk Advisor  
andrewb@gkgrisk.com  
tel: (315) 624-7819

### ROSS KRAFT

VP Strategic Risk Advisor  
rossk@gkgrisk.com  
tel: (315) 624-2969

### SARAH ARMSTRONG

Strategic Risk Advisor  
saraha@gkgrisk.com  
tel: (315) 624-2964

## MEMBER NEWS

### UPSTATE PRINTING, INC. IS OFFICIALLY A NEW YORK STATE CERTIFIED WBE (Women's Business Enterprise)!

Co-owners and equal partners Debra Rotondo and Kim Vinciguerra are excited to announce they are officially a New York State Certified WBE (Women's Business Enterprise). They'd like to thank their clients and community for their patience as they navigated the journey since 2015 to reach this significant milestone.

Debi, Kim and the Upstate Printing crew are determined to maintain their commitment to supporting the community through innovation, integrity, inspiration, and solutions to empower our local economy.



Debra Rotondo (left) and Kim Vinciguerra, Co-owners of Upstate Printing

Upstate Printing Inc was formed in 1996 and officially became NYS Certified WBE on October 2, 2024.

Debi and Kim proudly develop enduring relationships with their clients. Our team goes above and beyond, producing the best printed products and meeting our customers' expectations. Our full-service print shop capabilities include (but not limited to) graphic design, digital printing, offset printing, booklet making, bindery and in-house mailing.

We at Upstate Printing have benefited greatly from our association with PGCA.

"The OSHA Training videos and the HR compliance assistance; as a small business we would not have been able to do this on our own. Also, the communications we receive about all print issues that arise across the country, from regulations to supply and demand issues, are invaluable. PGCA is always there to help with getting our voices heard! — said, Debi and Kim."

***Congratulations to these PGCA Members who are certified Women-Owned Businesses in New York State:***

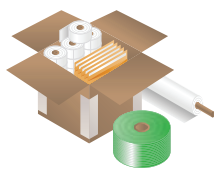
**Alchar Printing, Denise Padula, Troy, NY**  
**Twenty-First Century Press, Tracy Lach, Buffalo, NY**  
**Quality Bindery Services, Kathie Hartmans, Buffalo, NY**  
**Upstate Printing, Debbie Rotondo and Kim Vinciguerra, Syracuse, NY**

# Count on **US**

The most comprehensive selection of products.



**PAPER**



**PACKAGING**



**WIDE  
FORMAT**

 Lindenmeyr Munroe

EXCEPTIONAL SERVICE  
& SELECTION

— since 1859 —

5TH GENERATION FAMILY OWNED & OPERATED

31 Windsor Place  
Central Islip, NY 11722  
631.761.9700

20 Hemlock Street  
Latham, NY 12110  
518.471.5111

211 Commerce Drive  
Rochester, NY 14623  
800.587.6223

1 Catherine Street  
Teterboro, NJ 07608  
201.440.6491

[LindenmeyrMunroe.com](http://LindenmeyrMunroe.com)

**THE LEADING INDEPENDENT PAPER, PACKAGING & WIDE FORMAT SOLUTIONS PROVIDER**



**Mail Processing Services**

**Mail Merge and Personalization Mailings**

**Stamping, Metering, Permit Imprinting, Postal Sorting**

**Mailing Lists**

**Photo / Art Book Binding**

**Full Service Print Finishing Bindery**

**Thesis Binding**

**Bible Repairs**

**Hard Cover and Text Book Repairs**

## Score Big with **QBS** Services!

Quality Bindery & Mailing Services | 501 Amherst Street, Buffalo, NY 14207 | (716) 883-5185 | [www.qualitybindery.com](http://www.qualitybindery.com)

## MARK YOUR CALENDAR!

Visit [printcommunications.org](http://printcommunications.org)

→ **Join PGCA for Some Holiday Cheer**



### Virginia Holiday Cocktail Evening

December 3, 2024 | 5:00 – 8:00 pm  
The Tobacco Company, Richmond, VA

### Buffalo Christmas Party

December 4, 2024 | 6:00 – 9:00 pm  
Book Arts, Buffalo, NY

### Mingle & Jingle Maryland 2024

December 12, 2024 | 5:00 – 8:00 pm  
Blue Dolphin, Gambrills, MD

## WEBINARS

→ **Breakfast with OSHA**

Webinar with Scott G. Shimandle, Compliance Assistance Specialist, USDOL/OSHA and co-hosted by Steve Stankavage, Director of EHS, PGCA  
December 5, 2024 | 9:00 am



→ **Virtual Town Hall Meeting**

The Developing Employment and Labor Relations Landscape Hosted by Association Counsel, Nick Fiorenza, Ferrara Fiorenza PC (see page 12).  
December 17, 2024 | 11:00 am  
(30-45 Minutes | Member Q & A)

→ **HR Academy (See page 8)**

- ❑ **Session 3:** December 12, 2024  
10:30 am – 12 Noon
- ❑ **Session 4:** January 14, 2025  
10:30 am – 12:30 pm
- ❑ **Session 5:** February 25, 2025  
10:30 am – 11:45 am
- ❑ **Session 6:** March 25, 2025  
10:30 am – 11:30 am

→ **PGCA Safety Training Webinars**

Visit [printcommunications.org](http://printcommunications.org)

## PGCA MEMBER TOPGOLF EVENTS



Holtsville  
New York

1

### Topgolf Holtsville, NY (Long Island)

1. Lft to Rt: Chris Pelligrini, William Charles Printing, Alfredo Canas, LPI Envelope, Andy Biernat, Gilroy Kernan & Gilroy, Melissa Jones, PGCA, Jamie Irwin, Paylocity, Steven Vid, Merlin Printing, Ross Kraft, GKG, Brian Norris, Quadriant, Frank Awad, LPI Envelope
2. Frank Awad, LPI Envelope, left and Glen Boehmer, Sentinel Innovation and PGCA Board member



2



3

Mount Laurel  
New Jersey

### Topgolf Mount Laurel, NJ

3. PGCA members tee off at the Mount Laurel event
4. Lft to Rt: Steve Stankavage, PGCA, Jamie Irwin, Paylocity, Andy Biernat, Gilroy Kernan & Gilroy, Ted Schaffer, Northern Machine Works, Jim Rosenthal, PDC Graphics and PGCA Co-Chair, Ross Kraft & Sarah Armstrong, GKG



4

## PGCA MEMBERS GET TOGETHER

PGCA hosted a number of networking events across our territory this fall.

A Printers & Pints event was held at Dupli Envelope & Graphics in Syracuse, NY in October.

Topgolf events were held in Edison, NJ, King of Prussia, PA, Mount Laurel, NJ and Holtsville (Long Island), NY.

*Our thanks to event sponsors Canon Solutions America, Gilroy Kernan & Gilroy, Konica Minolta, Paylocity and Sustana.*



1

1. Lft to Rt: Kemper Matt Jr., Dupli, Ted & Mike Hansen, Hansen Quality Printing, and Tim Freeman, PGCA



2

2. Lft to Rt: Kemper Matt Sr., Dupli, Dwight Vicks, Vicks Printing & Distribution, Ross Kraft, Gilroy Kernan & Gilroy

*Our thanks to Kemper Matt and the Dupli crew for hosting area printers at their facility.*

### Edison New Jersey



#### Topgolf Edison, NJ

1. Lft to Rt: Ted Schaffer, Northern Machine Works, Hallie Satz, PGCA Vice President, Melissa Jones, PGCA, Jamie Irwin, Paylocity, Ross Kraft and Sarah Armstrong, Gilroy Kernan & Gilroy
2. Lft to Rt: Jill Denburg, Eric Denburg, Mark Monteleone and Dave Wood with the Highroad Press crew



1



2

#### Topgolf King of Prussia, PA

3. Jeff Pintof and The Standard Group crew
4. PGCA members enjoy the atmosphere at Topgolf

### King of Prussia Pennsylvania



3



4



KONICA MINOLTA



**HR ACADEMY  
THE NEXT WEBINAR  
IN THE SERIES IS:  
Employment  
Documentation  
(Finally) Done Right!**



December 12, 2024 | 10:30 am – 12 Noon

Forms and templates simply don't work. For years supervisors have heard HR managers' – and lawyers – mantra of "document, document, document." Yet, many times, a supervisor's documentation in an employment dispute does more harm than good. Understandably preoccupied with getting their jobs "out the door", few know how to do it right. This session will offer your supervisors powerful techniques to capture the essence of employee performance and conduct issues so often lost on even the best supervisors. Trainees will learn:

- All communication – writing, text, video and more – formal and informal is "documentation", whether we want it to be or not;
- How to create documentation that will justify employment actions when reviewed by auditors, investigators or judges; and ...
- How to avoid creating negative documentation, i.e., documentation that "can be used against you in a court of law".

Sign up for one webinar or the remaining four. PGCA is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.

- Session 3 – 1.5 PDCs
- Session 4 – 2 PDCs
- Session 5 – 1.25 PDCs
- Session 6 – 1 PD



Visit [printcommunications.org](http://printcommunications.org) or contact us at [info@printcommunications.org](mailto:info@printcommunications.org) for more detail on the series.



## CARBON OFFSET

### CARBON EMISSIONS AND YOUR SUSTAINABILITY STRATEGY

Print service providers (PSPs) have been looking closely at electricity, natural gas, and any other fuels used in their operations as a step toward diminishing their use of carbon-based fuels. Many have also moved toward:

- Acquiring electricity from sources that are less dependent on carbon
- Installing solar panels onsite
- Purchasing renewable energy through their utility or a third party

These are all important steps, but they overlook one key point in regard to carbon footprint: We are all connected. If one of your suppliers has a heavy carbon footprint, this in turn impacts your own carbon footprint.

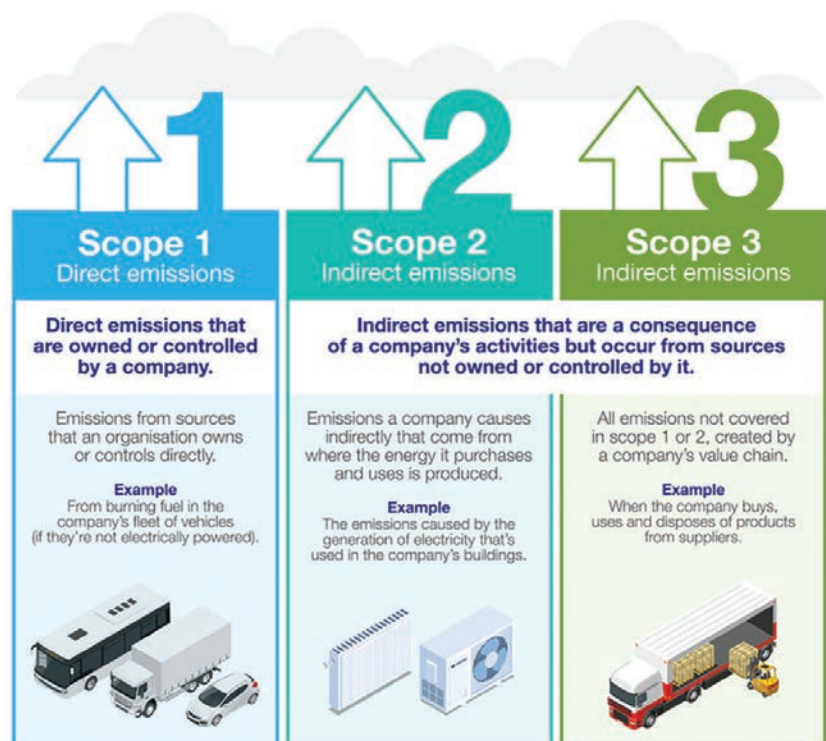
#### Scope 1, 2, and 3 Carbon Emissions

In the United States, the Securities and Exchange Commission (SEC) has proposed three levels in regard to reporting requirements for companies and their carbon emissions.

Figure 1: What Are Scope 1, 2, and 3 Carbon Emissions?

## What are Scope 1, 2 and 3 carbon emissions?

The three scopes are a way of categorising the different types of greenhouse gas emissions created by a company, its suppliers and its customers.





One of these levels (or scopes) is directly related to your business, while two others come indirectly from purchased goods or supply-chain emissions out of your control. Specifically:

- **Scope 1 (direct):** This category includes direct emissions produced by a company's own facilities and vehicles. This may include, for example, the use of propane, liquefied petroleum gas (LPG), oil, kerosene, and non-energy-related greenhouse gases.
- **Scope 2 (indirect):** These are emissions that a company causes indirectly from purchased goods and services. This includes energy purchased from a utility for heating or cooling, but also energy consumed in transportation, shipping, and business travel.
- **Scope 3 (indirect):** This includes emissions that you do not produce and are not the result of assets that you own or control. These are supply chain-related emissions (i.e., emissions from sources such as purchased goods and services, upstream transportation, and distribution) and encompass anything that is not within the Scope 1 and 2 categories.

### Carbon Offsets and Renewable Energy Certificates

While bringing your carbon emissions down to zero is an admirable goal, the reality is that not all organizations will be able to do this in the short term. That is where carbon offsetting fits in. A carbon offset represents emission reductions outside your organization. It helps accelerate the goal of reducing emissions, and it also puts an identifiable price on the impact of carbon, which then provides an economic incentive to reduce emissions. Therefore, offsets do not represent a long-term solution, but they are a good method of moving toward climate neutrality.

Some PSPs offset the carbon footprint (particularly related to shipping) by purchasing Renewable Energy Certificates (RECs) to offset their carbon generation. Organizations like Carbonfund.org help businesses facilitate the purchase of carbon credits. The idea, in a nutshell, is to reduce your carbon footprint by reducing

your energy use as much as possible and to offset the rest through the purchase of RECs. A REC (pronounced "wreck") represents "the property rights to the environmental, social, and other non-power attributes of renewable electricity generation." In essence, a renewable energy site makes the energy, and you, by purchasing the associated RECs (in quantities based on megawatt-hours of electricity) gain the property rights to that energy.

### The Bottom Line

The first step toward a sustainability strategy is to measure your carbon footprint. You might consider resources like Green2Sustainable (www.green2sustainable.com/) to help you through that process. It is vitally important to consider how the Source 1, 2, and 3 carbon emissions definitions apply to your operation and that of your supply chain partners.

The push is on. Sustainability should be a part of your journey today—don't wait for national, state, or local regulations to force your hand. It's all about ongoing

improvements. As an added incentive, you can use the benefits of your sustainability efforts to your advantage in promotional efforts, client acquisition and retention, and workflow automation initiatives.

*Article provided by Canon Solutions America*

**About the Author:** Jim Hamilton of Green Harbor Publications is an industry analyst, market researcher, writer, and public speaker. For many years he was Group Director in charge of InfoTrends' Production Digital Printing & Publishing consulting services. He has a BA in German from Amherst College and a Master's in Printing Technology from the Rochester Institute of Technology.

**Don't forget! PGCA can help you with your sustainability goals**

PGCA offers members two sustainability programs that can save you money and help you get to your green goals (see details on page 10).

**Canon**  
CANON SOLUTIONS AMERICA

# CALCULATE THE CONSOLIDATION ADVANTAGE.

Replacing multiple toner units with one Canon varioPRINT iX-series sheetfed inkjet press can help reduce costs and boost productivity. Scan the code to Do the Math

**SOLVE THE CONSOLIDATION EQUATION.**  
**PPS.CSA.CANON.COM/ADDITUP**

**PRINT BEYOND LIMITS.**  
877-623-4969 | PPS.CSA.CANON.COM

Canon is a registered trademark of Canon Inc. in the United States and elsewhere. All other referenced product names and marks are hereby acknowledged.  
©2024 Canon Solutions America, Inc. All rights reserved.

## PGCA SUSTAINABILITY SERVICES

### REGIONAL AFFILIATE CERTIFICATE GROUP

**Forest Stewardship Council® Certification (FSC®) Chain of Custody Certification can be a valuable tool for printers, packaging manufacturers, in-plants, brokers or paper companies.**

Save thousands on certification costs with the Print & Graphic Communications Association group or individual FSC CoC programs.

To qualify for the group pricing, your company must be able to show that you have **annual forest product sales of under \$10 million OR have 25 employees or less** and be a Print & Graphic Communications Association member.

**Program Benefits:**

- **\$1,895 per year (plus FSC's AAF fee, variable based on forest product sales) includes travel costs**
- **Group manager provides technical assistance to group members at no additional cost**
- **Group members have access to the FSC logos**
- **Efficient, easy on-boarding and streamlined audit process**
- **Reduced paperwork hassle – All you do is save money!**

To inquire, visit [racgus.org](http://racgus.org) or contact Caroline Wawrzyniec, RACG Member Services Manager, at (716) 691-3211 or [caroline@printcommunications.org](mailto:caroline@printcommunications.org).



### PRINTRELEAF: OFFSET PAPER AND PACKAGING MATERIALS & SHARE YOUR PROGRESS



Paper and packaging are inevitable in business, but together we can make a positive impact on the environment by certifiably regrowing our global forests and offsetting carbon emissions, while you build your brand and engage with your customers.

**What does PrintReleaf do?**

For every printing and packaging job, PrintReleaf's cloud-based software measures your fiber-based materials consumption, calculates how many trees were used, and automatically reforests your forest footprint in certified global reforestation sites.

You'll have a user portal to track your progress and can include a unique PrintReleaf QR code right on your packages, linking to your company profile and reforestation certificate, summarizing how many trees have been planted, and where. See PGCA's QR code on the back page of this newsletter.

**Let people know what you're doing for our planet!**

Start turning your environmental commitments into action and share it widely! Visit [printreleaf.com](http://printreleaf.com) or contact PGCA at [info@printcommunications.org](mailto:info@printcommunications.org) for more information.

**FUJIFILM**  
Value from Innovation

**Six stations, ten colors. Unlimited potential.**

Offering high print speeds, flexible finishing and an industry-leading range of specialty colors and enhancements, enter the world of digital printing with the REVORIA PRESS™ PC1120.

Learn more at [print-us.fujifilm.com](http://print-us.fujifilm.com).

**SPOTLIGHT YOUR COMPANY**

Advertise your company to decision makers located throughout New York, New Jersey, Pennsylvania, Maryland, Virginia, District of Columbia and Delaware in PGCA's monthly newsletter

**SIGNATURE**

Contact Kim Tuzzo at (716) 691-3211 or [kim@printcommunications.org](mailto:kim@printcommunications.org) to discuss ad rates and sizes.

## COUNT ON UPS® TO DELIVER EVEN MORE SAVINGS



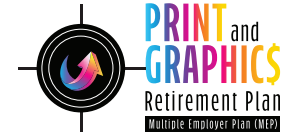
**WE ♥ LOGISTICS™**

Whether you're a small business owner, a large corporation, or an individual sending a package to a loved one, the need for dependable delivery services is universal. Boost your business with UPS® and your PGCA UPS® Savings Program! We continually evolve to meet the changing demands of the market so you can focus on what matters most.

Join other members who have already experienced the benefits of our UPS® Savings Program – and now, enjoy even greater savings. Sign up for a new account or enroll your existing account to unlock your new member savings incentives!

Have an account? Use your PGCA Savings Program discount to save 65% on domestic UPS® Next Day and 42% on UPS® Ground. No code needed! Visit [www.savewithups.com/apan](http://www.savewithups.com/apan) or contact PGCA at [info@printcommunications.org](mailto:info@printcommunications.org) to find out how you can save on UPS shipping costs.

## PGCA MAKES IT EASIER TO OFFER A RETIREMENT PLAN



Fiduciary obligations and administrative burden may be among the top concerns when it comes to administering a retirement plan for your employees. Good news! With the Print & Graphic Retirement Plan 401(k), Multiple Employer Plan (MEP), you can give employees the opportunity to save for the future while reducing your administrative tasks and mitigating fiduciary risk.

### Reduce Administrative Duties

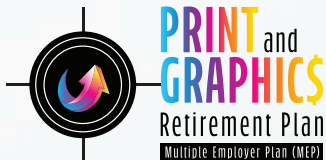
Through a variety of strategic partnerships, many administrative duties associated with sponsoring a 401(k) plan are handled for you, so you can focus on what matters most: running your business.

### Eliminate Filing and Audit Responsibilities

When you join the Print & Graphic Retirement Plan, you will no longer have to file an individual Form 5500 or conduct an annual audit. The MEP handles these responsibilities on behalf of all adopting employers.

Contact PGCA at [info@printcommunications.org](mailto:info@printcommunications.org) to find out more about this valuable member service.

# Print and Graphics Retirement Plan



- Minimize fiduciary liability
- Lower 401(k) cost
- No individual audit
- Flexible plan features
- Reduced administrative time



*"This plan has been a game-changer for our business. The collective power of the Association's pooled resources not only allowed for the strongest fiduciary protections available but also led to reduced costs for our business and employees. I'm proud to be a part of this forward-thinking initiative and would highly recommend it."*

— Leonard Nangle, Controller,  
Precise Continental, Harrison, New Jersey



Print & Graphics Advisors –  
Specializing in Risk, Insurance,  
and Retirement



# *A Virtual Town Hall Meeting* The Developing Employment and Labor Relations Landscape

**The Trump administration is poised to turn the Biden employment and labor relations agenda on its head.** Don't miss this opportunity to learn about anticipated changes in key aspects of employment and labor relations law and how they will impact your company in 2025 and beyond.

While details are not yet known, practitioners expect wide-reaching change including an almost immediate change in the philosophical and enforcement approach of the NLRB, a re-examination of the DOL's approach to limitations on overtime and exemptions, a more "employer friendly" view of independent contractor status, union organizing rules, the Affordable Care Act, joint employer liability and more.

Our presenter will be Nick Fiorenza, Association Counsel, with Ferrara Fiorenza PC. Nick Fiorenza has dedicated his law practice to labor relations and employment law. He has served as the Association Counsel for our members for many years, assisting printers with a myriad of employment-related topics.

The Town Hall, offered at no cost to Association members, is also your chance to bring your immediate HR and employment questions to Association Counsel and your peers for discussion and guidance.

**COST: Free for Association Members**  
**Register at [www.printcommunications.org/events](http://www.printcommunications.org/events)**



**Who should attend:**  
**Owners and HR Managers**

For more information contact  
Kim Tuzzo, PGCA  
p: (716) 691-3211  
e: [kim@printcommunications.org](mailto:kim@printcommunications.org)

**OSHA WEBINAR**

**BREAKFAST WITH OSHA**

December 5th at 9:00 am



Join us for an informative webinar featuring Scott G. Shimandle, Compliance Assistance Specialist – Industrial Hygienist, USDOL/ OSHA – Allentown Area Office and co-hosted by Steve Stankavage, Director of EHS, PGCA.

This presentation will focus on providing attendees with a regulatory OSHA Update, which will include:

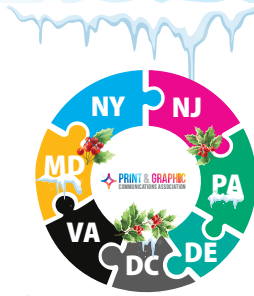
- **A review of new National (and Regional) Emphasis Programs**
- **2024 Spring (or Fall) Regulatory Agenda**
- **A review of the top violations issued over the past few years (2022 – 2024) for the Print and Graphic Communications industry (NAICS 32311).**

**Bring your questions and get the answers right from the source!**

Visit [printcommunications.org](http://printcommunications.org) to register. No charge to attend.

**PGCA HOLIDAY CELEBRATION**

**JOIN PGCA FOR SOME HOLIDAY CHEER**



**Virginia Holiday Cocktail Evening**

December 3, 2024 | 5:00 – 8:00 pm

The Tobacco Company, Richmond, VA

**Sponsors: Atlantic Graphic Systems, Canon, Landa**

To register email **Debbie Woolbright:** [debbie@printcommunications.com](mailto:debbie@printcommunications.com)

**Buffalo Christmas Party**

December 4, 2024 | 6:00 – 9:00 pm

Book Arts, Buffalo, NY

**Sponsors: Lindenmeyr Munroe and Quality Bindery Services**

To register email **PGCA:** [info@printcommunications.org](mailto:info@printcommunications.org)

**Mingle & Jingle Maryland 2024**

December 12, 2024 | 5:00 – 8:00 pm

Blue Dolphin, Gambrills, MD

**Sponsors: Atlantic Graphic Systems, Canon, K&W Finishing, Landa**

To register email **Debbie Woolbright:** [debbie@printcommunications.com](mailto:debbie@printcommunications.com)



KONICA MINOLTA

**SEE THE POTENTIAL**

Now you can do more, faster than ever before. From cutting-edge techniques to conquering new markets, it's time to expand your print business in ways and places you never imagined.

Let Konica Minolta ignite your print possibilities. **Rethink Print.**

Head to [RethinkPrint.com](http://RethinkPrint.com) to take the next step.



## 2024 PGCA BOARD OF DIRECTORS

### OFFICERS:

#### Co-Chairs

##### ADAM AVRICK

DDI-INK, Deer Park, NY

##### JIM ROSENTHAL

PDC Graphics, Southampton, PA

#### Vice Chairs

##### DAN PANDOLI

UniPak Inc., West Chester, PA

##### HALLIE SATZ

Highroad Press, Moonachie, NJ

#### Treasurer

##### GEORGE SCHARR

Flower City Group, Rochester, NY

### DIRECTORS:

##### CHRISTINE BASSIL

NB Bookbinding, Inc., Clifton, NJ

##### GLEN BOEHMER

Sentinel Innovation, Hempstead, NY

##### BENNY BOWMAN

Irongate Capital Advisors, Richmond, VA

##### DARREN BRADLEY

Konica Minolta, Stewartstown, PA

##### NATE HEISEY

H & H Graphics Inc., Lancaster, PA

##### KATHY HOLMES

K&W Finishing, Inc., Baltimore, MD

##### SHERRY KENNEL

New Leaf Paper, Millersville, MD

##### SCOTT KRAVITZ

Ironmark, Annapolis Junction, MD

##### KEMPER MATT

Dupli Envelope & Graphics, Syracuse, NY

##### CHARLIE OLIVO

Perfect Communications, Moorestown, NJ

##### DENISE PADULA

Alchar Printing, Troy, NY

##### PHIL REPASS

MCS, Inc., Gaithersburg, MD

##### BRANDON SEIBER

McCarty Printing, Erie, PA

##### ADAM SILVER

Worth Higgins, Richmond, VA

##### DWIGHT VICKS

Vicks, Yorkville, NY

##### LUIS VILLA

Atlantic, Tomorrow's Office, New York, NY

##### KEEGAN WORLEY

The Standard Group, Reading, PA

## IDENTIFY HAZARD FACTORS

### SAFETY MANAGEMENT SYSTEMS - THE TRUTH ABOUT ACCIDENTS

By Stephen R. Stankavage, Director of Environmental, Health and Safety, PGCA

How many times have you heard “Accidents happen?”

Or “Nothing you could have done; it was an accident?”

It’s a common perception that accidents do happen and there is nothing that can be done about them. What if I told you that this is incorrect and that accidents, or incidents as they should be called, only occur due to one of two reasons and that all incidents are completely avoidable.



An incident, by definition, is a significant event or action that leads to an outcome, whether that outcome is positive or negative, and can be traced to one root cause.

The root-cause is the one event or action that if prevented, or not performed, would have completely nullified the incident pre-condition. This is why risk assessments are so invaluable to help identify possible root causes and develop countermeasures to nullify incident pre-conditions.

The truth of the matter is, incidents, whether they be in the form of injuries, chemical spills, equipment damage, vehicle damage, etc., are all caused by the same two things: unsafe acts or unsafe conditions. Moreover, research done by Du Pont in the late 1970’s found that unsafe acts can account for 90% of all incidents in the workplace with 10% of all incidents resulting from unsafe conditions.

**Let’s start with unsafe conditions;** an unsafe condition is a physical discrepancy in your work environment. For example:

- 1. Weather / environmental conditions** – temperature and climate control, snow, water, ice, insects, etc.
- 2. Housekeeping and physical organization of the work areas** – improper stock, tool and equipment storage, spills not cleaned up, and blocked pathways.
- 3. Physical hazards** – improper machine guards and poorly maintained equipment, and ergonomic design of equipment and workstations.

Unsafe conditions are the easiest to correct because they are physically “right in your face” and easy to see which is why they result in only 10% of all incidents.

Unsafe acts on the other hand, are more difficult to account for and can sometimes take years to identify and correct. An unsafe act is an action of an employee, but not necessarily the injured employee, that puts his or her person or another person in danger of being injured; for example, bypassing a machine guard to remove a jammed piece of paper while the machine is still running. The proper method of removing the jammed article would be to shut the press operation down, employ lockout/tagout measures, and then remove the guard and subsequently, the jammed article. However, history has shown that many operators fail to take the extra steps needed to perform this safely, resulting in the unsafe action and possibly injury.

**The reasoning for an employee committing an unsafe act can be traced to:**

- 1. Skill based errors – Training** – whether from improper training, failing to understand training, overconfidence in their training or skills, and/or no training.
- 2. Judgment and decision-making errors** – being rushed, delayed, ignored, task misprioritization, proper tool utilization, or errors brought on by physical or mental limitations like fatigue, anger, or boredom leading to inattentive actions, and intoxication or drug usage.
- 3. Perception errors** – errors brought on by misperception of the situation – a false sense of security.
- 4. Violations and failure of discipline** – failing to follow company rules and guidelines whether it be from voluntary actions of the employees or actions of the management team failing to correct violations.

As mentioned above, 90% of all injuries occur from unsafe actions by your employees. The reasoning why they commit these actions should be your majority focus of management over the safety process because management is responsible for the training of the employees, the tempo of work, and discipline. Therefore, the sole responsibility for prevention of unsafe acts lies with your management team’s responsiveness to identifying hazard factors and quickly addressing those hazards affecting your work force.

However, this doesn’t mean that the management team should work in a vacuum when diagnosing hazards. One of the greatest tools the management team has in identifying and correcting hazards are the eyes and ears and the feeling of the work force. The question is, how do you actively engage your work force in the safety process? Stay tuned, this will be a future topic.

**About the author:** Stephen Stankavage, your “Maytag repair man”, aka Director of Environmental, Safety and Health for PGCA, assists members with a wide variety of safety issues and recently helped members with issues such as:



- **Safety & Environmental Audits**
- **Regulatory Questions**
- **Written Programs**
- **Training Programs**
- **Environmental & Safety Reporting**

PGCA’s EHS Member Services Department is ready to assist your company in navigating through the regulations, interpretations and guidance documents that make up the realm of environmental and safety compliance. We can provide you with realistic, practical and economical solutions to your issues. Contact Steve Stankavage, Director of EHS for the Print & Graphic Communications Association, at [ssankavage@printcommunications.org](mailto:ssankavage@printcommunications.org) or (570) 579-6497 for assistance.

**PRINTING COMES TO LIFE™**

Use any board, explore new options

Endless diversity for product packages

The widest color gamut, any spot, as many as you like

Print short runs and scale to mass production

Production ready proof in 0 time

- 6500 B1 sheets per hour  
No makeready
- Any paper without pre-treatment:  
Seamlessly integrates in existing workflow environment
- 2.4-3.2pt (40-800 microns) thickness
- 96% of spot colors with 7 colors
- Water-based Nanolnk™

Scan me

636 North French Road, Suite 1  
Amherst, NY 14228



[www.printcommunications.org](http://www.printcommunications.org)

NEWSLETTER CREDITS

Mailing Services

Marlene Kelley  
The Copy Store  
mailing@buffalocopy.com  
(716) 847-6400



Paper Donation

Blazer Digital #100 Text  
Charlie Launsbach  
Lindenmeyr Munroe  
claunsbach@lindenmeyr.com  
(518) 471-5111 ext. 5142



PGCA is a Proud Member of APAN

BAN ON CAPTIVE AUDIENCE MEETINGS

NATIONAL LABOR RELATIONS BOARD BANS "CAPTIVE AUDIENCE" MEETINGS

By Nick Fiorenza, Association Counsel, Ferrara Fiorenza PC

Since 1948, the National Labor Relations Board respected an employer's right to hold mandatory paid employee meetings during company time so that its views about unionization could be directly communicated to its workers. The thought was that employers had that degree of free speech. So long as employees were not threatened or coerced in any manner, and the speech did not promise benefits in exchange for a union vote, employees could be compelled to attend this type of work meeting.

In a decision released on November 13, 2024, the Board reversed this long-standing precedent. In so doing, the Board concluded that any mandatory meeting in which an employer expressed its views against (or for) unionization was an inherent abuse of its power which inhibited employee free choice. The decision is prospective only, meaning that going forward employers may no longer hold captive audience meetings. The decision is consistent with those being made in several

state jurisdictions. New York, for example, bans such meetings with respect to topics including unionization, religious beliefs, and political issues.

The Board's decision does not totally restrict an employer from expressing its views on unionization, even during meetings held during paid work time. Such meetings can be held where attendance is voluntary, employees will not be disciplined or treated adversely for declining to attend, and no records of attendance are kept by the employer. When such voluntary meetings are held, the employer is required to clearly advise employees of these three points.

It is debatable whether this change significantly impacts an employer's ability to communicate its views regarding unionization. Workplace culture has changed significantly over the past 70 years. It is questionable whether compelling employees to listen to a message about unionization, no matter how sincerely held, is an effective means of communication in today's labor environment. The shift to voluntary meetings, assuming the change survives the next presidential administration, may have in fact improved the employer's ability to effectively communicate about the topic.

MANY THANKS TO OUR SPONSORS

