

# SIGNATURE

ENGAGE. EXPLORE. ENERGIZE. EXCEL.

## GET INVOLVED WITH YOUR ASSOCIATION

As the new Chairman of the PGCA Board, I'm personally inviting you to play a more active role in advancing the mission of the Print & Graphic Communications Association and that of our industry.

Our Association serves as a cornerstone for advancing education & workforce development, fostering collaboration amongst peers, and advocating for key issues that greatly affect us and our companies. This past year, we had great success in fighting the proposed ban on Carbon Black in New York State and in New Jersey, which would have severely hurt our industry. It is only because of the collaborative effort of visionaries like you that we can protect and build our unique and incredible profession.

### Why Your Involvement Matters:

- **Expertise:** Your insights and experience would be invaluable in shaping initiatives that drive meaningful impact.
- **Leadership:** Together, we can strengthen the Association's presence and amplify its voice within our industry and beyond.
- **Networking:** Participating actively opens doors for collaboration and strengthens ties with like-minded professionals.
- **Membership:** Allows us to support our current initiatives in workforce development, create valuable benefits and services that help print companies thrive in today's marketplace, as well as retain experts you can rely on in the fields of Human Resources, Environmental, Health & Safety, and industry trends.

### I encourage you to consider becoming actively involved in one or more of the following areas:

1. **Support the Association with your membership:** Membership dues develop and support valuable programs that keep our industry vibrant.
2. **Committee Participation:** Once you join, have some fun, and lend your expertise by serving on a committee. Your involvement is much more important than dues.
3. **Advocacy Efforts:** Let's champion key causes and policies that align with our mission.
4. **Events and Outreach:** Support by hosting/promoting or attending our conferences, seminars (virtual and in-person), attend events, meet and greet with the future leaders of print.



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**COVER CONTINUED**

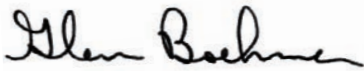
If you're open to exploring these opportunities further, I'd be delighted to discuss how your involvement could align with your passions and professional goals. Please let me know a convenient time to connect, or feel free to email me your thoughts.

Thank you for considering this opportunity to deepen your impact within the PGCA. I believe that with your support, we can achieve remarkable results together.

I hope to meet you at our Senior Leader Conference, March 20th in Harrisburg, PA or PGCA's HR Conference, May 1st and 2nd in upstate New York or at another, more informal event near you.

I hope this new year brings you good health, happiness and prosperity.

Warm regards,



Glen Boehmer, CEO  
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Chairman of the Board, PGCA  
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**MEMBER NEWS**

**PUTTING THE "MODERN" BACK IN MODERN PRESS**

In today's rapidly evolving digital age, print businesses are facing many challenges and embracing automation is crucial to remain competitive. Patrick M. Ryan, third generation owner of Modern Press in Albany, NY (and former PIA Chairman), recognized the importance of leveraging technologies to streamline processes. The shop recently completed the transition from an offset to a fully digital operation—a move that saw them swapping various pieces of equipment.



Modern Press has a rich history, founded in 1946 by Ryan's grandfather, Patrick J., right out of the US Army Air Corps during WWII. In 1969 Ryan's father, Michael J., bought Albany's first two color offset press. Today, it runs more on demand. The 4 color offset presses have been replaced by digital presses. Online ordering and web-to-print portals are being used and new Duplo finishing equipment has made shorter print runs faster to complete.



Modern Press processes over 10,000 orders a year with many flying out the door the same day they are ordered. One of their most common jobs is program booklets for associations, non-profits, and schools. However, this work was still being done on a decades-old booklet maker. It was causing delays and inefficiencies in their workflow and to keep up, Ryan decided it was time for an upgrade.

"Our seasoned staff has been retiring over the last half dozen years and the days of hiring graduates from print vocations schools are long gone," says Ryan about the shortage of trained labor, a reality commercial printers can no longer afford to ignore. "My new crew has been thriving with our modern equipment but our collator and booklet maker were a challenge to keep running. It was also older than they were. I needed to invest in something that would be easier to use and more efficient."

Overall, the investment in more automated equipment has transformed Modern Press at a time when the industry continues to deal with labor shortages. With the demand for tight deadlines from customers, having the capability to produce high-quality booklets efficiently reduces labor costs and allows them to be more competitive.

"I like to have equipment younger than my employees," says Pat Ryan (not exactly a senior citizen himself!). "Me and three other staff members have been working at Modern Press from before three other crew members had been born. It comes up all the time, "I started here before you were born . . ."

**THANK YOU CHARLIE LAUNSBACH AND LINDENMEYR MUNROE**

A large pallet of paper was delivered to PGCA headquarters this month, courtesy of Charlie Launsbach at Lindenmeyr Munroe. Charlie has been providing the paper for PGCA's monthly newsletter Signature and our conference handouts for the past several years.

The newsletter you're reading now was printed on paper donated by Lindenmeyr and if you attend one of our in-person conferences, your very valuable handout will be printed on donated paper as well. Thank you again!





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## FUJIFILM PARTNERSHIP

### FUJIFILM, PGCA AND APAN EXPAND RELATIONSHIP WITH A BUYING POWER PROGRAM



FUJIFILM North America Corporation, Graphic Communication Division, recently announced that it is expanding its long existing relationship with the Americas Printing Association Network (APAN) with a new “Member Buying Power Program”. APAN Partner members, including Print & Graphic Communications Association members, can now realize significant savings on Fujifilm print solutions, enhancing their ability to access innovative tools and technology, essential for competing in today’s fast-evolving print landscape.

APAN represents over 4,100 commercial print companies and commercial print suppliers across the United States through its network of 14 independent, not-for-profit trade associations which are: PINE, PGCA, PICA, PIAG, FGA, GLGA, GMA, PIAS, PIAMidAmerica, PIM, PMA, PIA, VMA and PIASD.

**As part of the “Buying Power Program,” APAN Partner members can obtain the following Fujifilm print solutions at preferred rates:**

- **Entry, Mid & Production Print Digital Solutions** (REVORIA PRESS™ SC180, EC1100, PC1120, PC1120S & E1 Production Mono Series)
- **Inkjet Continuous Feed** (FUJIFILM JPress™ 1160CFG)
- **Inkjet B2** (FUJIFILM JPress™ 750S and 750HS)
- **Wide format Inkjet** (FUJIFILM ACUITY™ Prime 20/30/L/Hybrid, L, and Ultra Hybrid LED and Ultra R2)
- **FUJIFILM XMF Press Ready™ Pre-Press Automation Solution**

Additionally, as part of this expanded relationship, Fujifilm will now provide the presence of its subject matter experts at various APAN educational events throughout 2025 on key industry topics such as color management, workflow, and offset migration to digital print. In keeping with this educational initiative, both organizations have started exploring the possibility in developing programs for high-school and college students interested in learning and entering the print industry. Fujifilm has offered to potentially sponsor and support internships of young adults affiliated with APAN.

“APAN is dedicated to empowering print businesses across America, and this partnership with Fujifilm is a game-changer for our members,” said Melissa Jones, Co-President, Print and Graphic Communications Association (PGCA), and former APAN chairperson. “As a result, many of APAN’s Association Presidents have expressed their keen interest in providing this “Buying Power Program” for their members as Fujifilm offers a wide array of solutions (including print engines and all consumables) from one single-source manufacturer. By leveraging the collective buying power of our vast network, we are providing our members with tangible savings and access to best-in-class printing solutions from one of the industry’s most respected names.”

**Read the complete press release at [printcommunications.org/sponsornews/](http://printcommunications.org/sponsornews/) and contact Melissa Jones at [melissa@printcommunications.org](mailto:melissa@printcommunications.org) or (856) 308-2851 with any questions.**

## FUJIFILM WEBINAR: INKJET— IS NOW THE TIME TO INCORPORATE IT IN YOUR PRINT MANUFACTURING CAPABILITY? APRIL 1<sup>ST</sup> AT 1:00 PM

When was the last time you considered inkjet as a compliment to your operations? Has it been 20, 10, or 5 years? Never? Now might be the perfect time given the potential implications of tariffs to our industry for all things print...from paper, media, steel and aluminum, we will more than likely be impacted and there is only so much we can offload to our customer base. Moreover, given that regardless of manufacturer, B2+ and CF inkjet solutions have come a long way over the last 25+ years, it just makes business sense to consider it!



**Join us as Rich Freeley, Fujifilm Inkjet Manager for the Northeast,** takes us through the benefits of inkjet from an operations perspective as well as the “sweet spot” applications to migrate from analog to digital inkjet. He will provide examples of potential impacts to manufacturing costs, BHR (budgeted hourly rate) and other cost considerations for your operation. It may not be as difficult as you think to incorporate inkjet into your print manufacturing capability! Register for this free webinar at [printcommunications.org/events](http://printcommunications.org/events).

## PGCA’s 23rd Annual Human Resources & Employment Law Solutions Conference



**May 1 & 2, 2025**

**Turning Stone Resort, Verona, NY**

**It’s time to register now for the 2025 PGCA HR Conference**

### Topics on the agenda include:

- **Essential Employment Law Update** – *Up-to-date analysis of employment law changes impacting your organization*
- **Performance Evaluations (Finally) Done Right** – *Correct one of the most common HR trouble spots*
- **The “Secret” of Getting the Most out of Your Employees:** *The path to successful employee engagement may surprise you*
- **Surviving a Department of Labor Audit:** *What you don’t know will hurt you*

### Keynote Topics

- **Strategies for Building a Mission-Driven Workplace Culture**
- **Want to take care of your organization? Take care of yourself first**

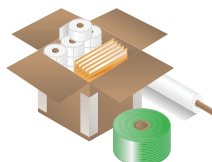
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60 to 90-minute webinars  
March 25, 2025

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Session  
6

### Turning Around the Non-Performing Employee (or Turning Them Loose)

March 25, 2025 | 10:30 am - 11:30 am

Truly essential training for all supervisors, this program will offer the key skills necessary to effectively manage the non-performer. Participants will be instructed on: (1) how to recognize the difference between a training problem and a motivation problem; (2) how to motivate employees; and (3) how to perform legally defensible progressive discipline, up to and including discharge. The program will address important aspects of conducting an effective investigation of employee conduct as well as review the legally sound and practical techniques for documenting the process.



Visit [printcommunications.org/events](https://printcommunications.org/events) for more information and to register.

Missed a topic in the HR Academy series? We can set up a custom time for you to watch the recording. Contact us at [info@printcommunications.org](mailto:info@printcommunications.org) or (716) 691-3211 to inquire.



## CONFIDENCE IS YOUR SUPERPOWER

### SUPERCHARGE YOUR SALES WITH CONFIDENCE

By Kelly Mallozzi, Principal, SuccessinPrint

When you think about a superhero, what adjectives come to mind?

Strong? Sure.

Brave? Absolutely.

Do you know what else superheroes are?

Confident.



Confidence is the single most important trait a successful salesperson can possess. It fuels every interaction, from prospecting to closing, enabling sales professionals to connect authentically with clients, handle objections with ease, and present solutions with authority. Confidence instills trust, and trust is the currency of sales. Without it, even the most compelling product or service pitch can fall flat. Let me say that again.

#### Confidence instills trust. And no one will partner with you without trust.

Clients and prospects are more likely to believe in the product or service when they sense the salesperson's belief in it. Conversely, a lack of confidence can sow doubt, making it harder to establish rapport or close deals. Confidence is not just an innate trait but a skill that can be developed and honed over time. The good news is that there are actionable strategies to boost confidence. Below are three tips to help salespeople elevate their confidence levels and, in turn, their performance.

#### 1. Master Product Knowledge

Knowledge is power, and in sales, it's the foundation of confidence. When you have a deep understanding of your product or service—its features, benefits, and how it solves specific customer pain points—you'll naturally speak with authority. Invest time in learning not just the basics but also the nuances of your offerings. Stay updated on industry trends and competitors to position yourself as a trusted advisor. Conduct regular role-playing sessions or mock presentations to solidify your expertise. The more prepared you feel, the more confident you will be during client interactions.

#### 2. Prepare and Rehearse

Preparation breeds confidence. Before meeting with a prospect, research their company, industry, and potential needs. Craft a tailored approach that demonstrates your understanding of their challenges and how your solution addresses them. Practice delivering your pitch, handling objections, and answering tough questions. Repetition builds muscle memory, allowing you to respond with poise in high-pressure situations.

#### 3. Adopt a Positive Mindset

Confidence starts within. Cultivate a mindset of positivity and self-belief. Celebrate small wins and learn from setbacks without dwelling on them. Visualization techniques can also be powerful—imagine yourself succeeding in your next sales interaction. Pair this with confident body language: stand tall, make eye contact, and speak with conviction. When you project confidence, you'll feel it grow.

You can feel like a superhero. Your confidence is your superpower, shaping how you are perceived and how you perform. By mastering product knowledge, preparing thoroughly, and fostering a positive mindset, you can build unshakable confidence that drives results. After all, when you believe in yourself and your product, your clients will too.



**Meet Kelly Mallozzi at upcoming PGCA events!**

**Senior Leader Conference: March 20, 2025** in Harrisburg, PA. Kelly Mallozzi will present "Future Proof Your Sales & Marketing," (See page 15 for more information).

**Women in Print Luncheons:** Mark your calendar for **June 4, 2025** in Syracuse, NY and **June 5, 2025** in Buffalo, NY for our annual Women in Print Luncheons featuring Kelly Mallozzi.

**Monthly Webinars with Kelly Mallozzi**

**Marketing Brief: March 6th at 1:30 pm**  
**The Rise of Video in Marketing for Print and Graphic Arts**

Buyers now expect engaging, high-quality multimedia content such as product demonstrations, customer testimonials, and even augmented reality (AR) experiences to make informed purchasing decisions. Video helps companies tailor marketing messages, optimize value, and deliver solutions-oriented insights to improve customer engagement and conversion rates.


**Culture Brief: March 13th at 1:30 pm**  
**What if your interns ran the company?**

This session explores the fresh perspectives, creativity, and adaptability interns bring print and graphic arts. What can leaders learn from their approach to problem-solving, technology, and company culture? By empowering young talent, businesses can uncover innovation, improve processes, and build a stronger talent pipeline. Let's discuss how embracing the intern mindset can future-proof your organization and create a culture of continuous learning and growth.

**Sales Brief: March 20th at 1:30 pm**  
**Creating Urgency: Strategies to Shorten the Sales Cycle**

Learn how to accelerate the B2B sales process by creating urgency. This brief explores tactical ways to compel prospects to act and say yes in a world where sales cycles have never been longer, and finding power can be a huge challenge.

Register at [printcommunications.org/events](http://printcommunications.org/events)



**PLYMOUTH, PA:**  
Thursday, April 10, 2025  
11:30 am – 1:30 pm  
The 1912 Club,  
888 Plymouth Road,  
Plymouth Meeting, PA

**SYRACUSE, NY:**  
Wednesday, June 4, 2025

**BUFFALO, NY:**  
Thursday, June 5, 2025

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## MARK YOUR CALENDAR!

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

- **Senior Leader Conference**  
March 20, 2025 | 8 am to 4 pm  
Best Western Premier, Harrisburg, PA
- **Women in Print Luncheon**
  - ☐ April 10, 2025 | 11:30 am  
1912 Club, Plymouth Meeting, PA
  - ☐ June 4, 2025  
Location TBA, Syracuse, NY
  - ☐ June 5, 2025  
Location TBA, Buffalo, NY
- **23rd Annual Human Resources & Employment Law Solutions Conference**  
May 1 & 2, 2025  
Turning Stone Resort, Verona, NY
- **Maryland Golf Outing**   
June 12, 2025  
Woodlands Golf Course, Windsor, MD
- **Raymond A. Bubar Classic**  
July 25, 2025  
Terry Hills Golf Course, Batavia, NY
- **PGCA Annual MD Crab Feast**   
September 11, 2025  
Kurtz's Beach, Pasadena, MD

## WEBINARS

- **HR Academy SPECIAL PRESENTATION: Minimizing the Risk of Immigration Law Liability**  
☐ March 13, 2025 | 11 am – 12 Noon
- **HR Academy**  
☐ March 25, 2025  
Session 6 | 10:30 am – 11:30 am
- **Inkjet—Is Now the Time to Incorporate it in Your Print Manufacturing Capability**  
☐ April 1, 2025 | 1:00 pm
- **PGCA Management Training Workshops (2 part virtual training)**
  - ☐ Project Management,  
April 8 & 9, 2025  
1:00 pm to 2:30 pm
  - ☐ Lean Six Sigma,  
June 4 & 5, 2025  
1:00 pm to 2:30 pm

## PFAS IN PRINTING?

### DOES MY PRINTING BUSINESS UTILIZE ANY MATERIALS THAT CONTAIN PFAS?

By Stephen Stankavage, Director of Environmental, Safety & Health, PGCA

#### Overview

We have been hearing from members that customers have been requesting that they certify that there are no per- and polyfluoroalkyl substances (PFAS), also known as “forever chemicals” present in their facility. This article will take you through how to identify whether or not your facility contains any PFAS. Members are advised to document how the PFAS are disposed, if present, and have a record for any regulatory agency inspections.

PFAS, if present, can appear in three places for printing operations—inks and coatings, certain paper substrates for food packaging for water and grease resistance, and apparel for water and stain resistance.

For commercial printers using litho inks, the most common PFAS used is Polytetrafluoroethylene (PTFE) or Teflon. Safety Data Sheets (SDSs) released this year should indicate if it is present. If your company does not have SDSs from this year, request updated SDSs from your suppliers. Companies should also contact their ink and coating vendor to see if there are any PFAS chemicals in the inks and coatings.

The U.S. Environmental Protection Agency (EPA) changed the threshold for PFASs being reported on SDSs starting this year. They eliminated the de minimis threshold for the PFAS chemicals on the Toxic Release Inventory (TRI) program. Keep in mind that not all PFAS chemicals are on EPA's TRI list, so it is best practice to confirm with your vendors.

The only way a company can certify whether or not there are any PFAS present is through due diligence with their vendors.

#### Where might PFAS be found in a printing company?

In general, PFAS are sometimes found in commercial printed products due to their use in coatings, inks, and other printing-related materials. Here are some of the key inputs that may contain PFAS:

#### 1. Paper and Substrates

- **Coated Paper:** PFAS can be used in some coatings to provide water, grease, and stain resistance (e.g., food packaging, magazines, and catalogs).
- **Thermal Paper:** Some receipts and labels use PFAS in their heat-sensitive coatings.
- **Certain Synthetic Papers:** Waterproof or tear-resistant synthetic papers may contain PFAS.

#### 2. Inks

- **Fluorinated Inks:** Some specialty inks use PFAS to improve printability, resistance to smudging, or durability.
- **UV and Aqueous Inks:** While less common, some formulations may include PFAS as surfactants or flow agents.

#### 3. Adhesives and Coatings

- **Pressure-Sensitive Adhesives:** Used in labels and stickers, certain formulations may contain PFAS for adhesion performance.
- **Overprint Varnishes and Laminates:** PFAS can be used to enhance oil, water, or abrasion resistance in glossy coatings.



#### 4. Printing Processes

- **Flexographic and Offset Printing:** PFAS can be present in cleaning solvents, fountain solutions, or processing chemicals used in these printing methods.
- **Screen Printing:** Some screen emulsions and coatings may include PFAS.

#### 5. Specialty and Functional Additives

- **Water-Repellent Treatments:** PFAS is sometimes used in outdoor signage or durable prints to provide resistance to weathering.
- **Fire-Resistant Printing Materials:** Some industrially printed materials for aerospace, military, or automotive uses contain PFAS-based flame retardants.

Many companies are actively seeking PFAS-free alternatives due to environmental concerns and increasing regulations.

#### Would a PFAS Be Indicated on a Safety Data Sheet (SDS)?

Whether PFAS (per- and polyfluoroalkyl substances) are indicated on a Safety Data Sheet (SDS) depends on several factors:

##### 1. PFAS May Be Listed if:

- **They are a regulated hazardous substance:** If a specific PFAS is classified as hazardous under OSHA's Hazard Communication Standard (HCS) or other regulatory frameworks (e.g., EPA, EU REACH), it must be listed in **Section 3 (Composition/Information on Ingredients)**.
- **They exceed the threshold concentrations:** If a PFAS compound is present at or above the reporting threshold (typically  $\geq 1\%$  for general chemicals or  $\geq 0.1\%$  for **carcinogens and reproductive toxins**), it is likely to be included.
- **They are subject to specific state or federal disclosure requirements:** Some states (e.g., California's **Proposition 65**) require listing chemicals linked to cancer or reproductive harm.

##### 2. PFAS May NOT Be Explicitly Listed if:

- **They are considered proprietary:** Some formulations may list PFAS-containing ingredients as "Trade Secret" or "Proprietary Blend" in Section 3.
- **They are used as processing aids or in trace amounts:** If PFAS is used at very low concentrations, it may not appear in the composition section.
- **They are part of an exempted category:** Some PFAS-based coatings, surfactants, or additives may be covered under broad terms like "fluorinated polymer" or "surface treatment."

#### Where to Look on an SDS for Clues:

##### 1. Section 3 – Composition/Information on Ingredients:

Look for chemical names such as:

- o Polytetrafluoroethylene (PTFE)
- o Perfluorooctanoic acid (PFOA)
- o Perfluorooctanesulfonic acid (PFOS)
- o Fluoropolymers
- o Fluorinated surfactants



##### 2. Section 9 – Physical and Chemical Properties:

Some SDSs mention whether a product has water, oil, or stain resistance, which could indicate the presence of PFAS.

##### 3. Section 11 – Toxicological Information:

If a product contains hazardous PFAS, this section may list known health effects.

##### 4. Section 12 – Ecological Information:

PFAS-related products may show **persistence in the environment** or **bioaccumulation**.

##### 5. Section 15 – Regulatory Information:

If a PFAS is listed under **TSCA, REACH, or state-specific PFAS regulations**, it may appear here.

#### How to Confirm PFAS Presence in a Product

- Request a Full Ingredient Disclosure from the manufacturer.
- Check Regulatory Lists (EPA, ECHA, or state PFAS databases).
- Lab Testing: If unsure, **third-party testing** can confirm PFAS presence.

Contact Steve Stankavage, PGCA's Director of EHS, at (570) 579-6497 or [sstankavage@printcommunications.org](mailto:sstankavage@printcommunications.org) with any questions.



## PGCA STAFF IS HERE TO HELP

Reach out to your PGCA staff with questions about your membership, a new “Member Ask a Member” query, or any other way we can assist you with making your business more successful.



## COVERING KEY INDUSTRY TOPICS

Submit confidential questions to [info@printcommunications.org](mailto:info@printcommunications.org)



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## RECORDKEEPING DO'S AND DON'TS

### RECORDKEEPING – “WHAT IF”?

By Stephen Stankavage, Director of Environmental, Safety & Health, PGCA

### *Greetings safety fans!*

As promised, this month we're going to talk about recording the “what if” cases. These are the cases that throw a serious wrench in your recordkeeping like, “The doctor says he can work, but the employee says he can't” cases. Or my favorite, “They slipped on the ice in the parking lot coming to work”.

Let's start with that one. Your employee is coming to work, steps out of her vehicle and slips on an icy parking lot. Is it recordable? (insert Jeopardy theme song). The answer is (insert dramatic pause), it depends on a couple factors, but generally it is (I know, it's kind of anti-climactic).

#### The primary factors are:

- does the employer have explicit control over the parking lot or do they share a parking lot?
- is the employee there for the purpose of work, or as part of something that would be considered “general public”?
- was the injury or illness part of a motor vehicle accident?

In the case of printers, if you do not share the parking lot with another establishment, then the parking lot is considered part of the work environment and the accident is, therefore, recordable.

Ok! Now let's look at some lost days/restrictive cases. “What if” your employee is injured and the doctor says he needs time off, but the employee comes to work anyway? Do the lost time days count? YES! They do. Why?! The employee is at work and willing to work. OSHA rules medical professionals to be the subject matter expert (SME) when it comes to injuries. Basically, what the doctor says, goes.

The same thing applies to injuries over holidays, weekends, and vacations. If the doctor gives them time off during these periods, you have to record it as a lost time injury no matter what. Now, here's the way to help your log. If the employee says he feels fine enough to work, send him back to the doctor! Have the employee explain to the doctor that he feels he can work, even under restrictions. Nine times out of ten the doctor will side with the employee and give the employee restrictive duty and not lost time.

Next case: the exact opposite. The doctor says the employee can work but the employee calls out proclaiming he is too ill or injured to work. In this case, the doctor is still always right, you stop counting your lost days or don't count this day at all. However, you need to call that employee in, even if you have to pick him up from his home and take him back to the doctor. If the employee is in so much pain that he feels he can't work, the doctor might have missed something and you should have your employee re-evaluated as soon as possible.

Here's one for you. The employee was injured on Friday, the employee wasn't scheduled to work the weekend, but the employee didn't tell you about the injury until Monday. You send the employee to the doctor, whose diagnosis is to take the next week off. How do you record it? Aside from the necessary disciplinary actions and retraining for this employee, you need to treat this injury as if it WAS reported Friday and the diagnosis came Friday. The weekend will count in the lost day count.

Last one. Your employee injures himself so you send him to the doctor. The doctor says take the rest of the day off. How do you record it? Lost time? Restrictive? Recordable only? Or none of the above? The answer is: it's a restrictive case of one day. It's not a lost time case, because lost time cases start counting the first full day after the injury. No, you can't put him on half days until he comes back to avoid the lost time, it still counts.

**Recordkeeping can be difficult at times; however, we tend to make it more difficult than it needs to be.**

**The simple rules to remember are:** is it work related? Is it a new case? Is it first aid? These determine if it's recordable. The level of recordability is on the health care provider.

**The best practice I can give to anyone responsible for injured employees is:** work with your health care providers. Give them as much information as you can, they aren't mind readers, nor do they have one of those neat gizmos from Star Trek that Dr. McCoy used to tell him everything about the injury. Never let an employee go alone to the doctor to relay what happened, otherwise he only gets one side of the story.

**As always, PGCA and I are here to help. Stay safe friends.**

**About the author:** Steve Stankavage has over 25 years' experience in Environmental, Safety and Health with 16 years' experience in the printing industry. Steve came from the defense contracting industry but also has EHS experience in heavy construction, wind energy, waste management and academia. He helps PGCA members with OSHA inspection assistance, written safety programs and assessments, permit preparation, emissions tracking, forklift training and more. Contact Steve at [sstankavage@printcommunications.org](mailto:sstankavage@printcommunications.org) or (570) 579-6497.



## BUYING OR SELLING? PGCA CAN HELP



**Making the decision to sell your printing company or buy someone else's can be gut wrenching.**

PGCA gets periodic inquiries from companies looking to buy or sell a printing company. If you are in either of these modes, perhaps PGCA can help.

For a discrete and confidential discussion, contact PGCA Co-President Tim Freeman at (716) 691-3211 or [tim@printcommunications.org](mailto:tim@printcommunications.org).

All calls are handled with the utmost discretion and confidentiality. Don't hesitate to call if we can be of assistance.

## HAVE YOU SUBMITTED YOUR DATA TO OSHA?

Any printing operation that has or had at any one time in 2024 more than 20 full-time employees is also required to submit the data from their OSHA Form 300A electronically. The deadline for electronic submission of 2024 data is March 2, 2025. OSHA created the Injury Tracking Application (ITA) ([visit www.osha.gov/injuryreporting](http://www.osha.gov/injuryreporting)) which employers use to electronically submit data from their completed OSHA Form 300A. Questions? Contact Steve Stankavage at [sstankavage@printcommunications.org](mailto:ssstankavage@printcommunications.org) or (570) 579-6497.

## WHAT IS Print[ED]?

Print[ED], a nationally recognized accreditation run by PGCA, is a grassroots movement to train the next generation of employees for our industry. Programs with Print[ED] accreditation are led by vetted instructors who provide learning environments that allow students to be successful and job ready. Their curriculum, based on industry-approved competencies, employs a continuous improvement model to keep the quality of the content high. These programs maintain close ties with our Industry through Program Advisory Committees (PAC) and are sustainably funded through accreditation from their state.

# Print[ED]

## How Can Print[ED] Benefit My Company?

As a member of the printing industry, your engagement with Print[ED] programs is critical. Not only do you help define the expectations of the quality of training, but you are also providing job opportunities for the next generation of employees. Students who graduate from Print[ED] programs have an advantage over the other candidates because they understand our industry as a whole: the print processes, job workflow, industry-specific vocabulary, equipment knowledge, and more. This allows Print[ED] graduates to integrate smoothly into your operation on day one.

Contact Mike Vares at [mike@printcommunications.org](mailto:mike@printcommunications.org) or (443) 276-3146 for more information or visit [www.print-ed.org/printed-accredited-programs](http://www.print-ed.org/printed-accredited-programs) for a list of schools.





## PGCA Member Savings for Printer Towel Service

- ✓ Better, Cleaner Towels
- ✓ Solvent Recovery Reporting
- ✓ StraightUp!™ Billing
- ✓ EPA Wipes Rule Compliant



ITUAbsorbTech.com/PRINT

## REBATES WITH ITU ABSORBTECH

### PGCA MEMBERS EARN \$8,215 IN REBATES WITH PRINTER TOWEL SERVICE FROM ITU ABSORBTECH

PGCA members earned \$8,215 in rebates and diverted 207,055 pounds of solid waste from landfills last year through ITU AbsorbTech's Ultra™ Printer Towel program.

Congratulations to this year's rebate recipients! Members received rebate certificates for ITUdirect.com, which can be used to access a variety of quality apparel and accessories from top brands such as Nike, OGIO, Carhartt, and The North Face.

"The consistency of ITU AbsorbTech's service, the quality of their print towels, and their unique environmental reporting set them apart from other providers," says Tim Freeman, Co-President of PGCA. "Their focus on reliability and sustainability has been invaluable."

#### Program Benefits

PGCA's partner ITU AbsorbTech provides a cleaner, more absorbent Ultra™ Printer Towel with valuable service benefits, including:

- **Towel usage tracking & inventory management**
- **Superior processing - printer towels are always laundered separately from shop towels**
- **Sustainability reporting for recovered solvent and solid waste reduction**

Another important advantage is that all towels are processed in-house (never out-sourced!!) at an ITU AbsorbTech ISO 14001 registered facility, and the program meets the requirements for EPA Wipes Rule compliance.

This is important because you (the towel generator) are responsible for ensuring your solvent-contaminated towels are transported and processed in compliance with the EPA Wipes Rule.

#### Member Savings

PGCA members receive the following benefits with participation in the printer towels service from ITU AbsorbTech.

- **Complimentary week of service** – for first-time customers on all rental services
- **Annual rebate** – New customers receive a 3% rebate of their annual rental program spend in their first year, and 1.5% thereafter
- **Ongoing Discounts** – Enjoy 15% savings on ITUdirect and select ITU First Aid products

#### Learn More

By participating in the Group Buying Power program, PGCA members can reduce costs, support sustainability, and streamline operations. For more information, visit [ITUAbsorbTech.com/PRINT](http://ITUAbsorbTech.com/PRINT) or reach out to Kim Tuzzo at (716) 691-3211 or [kim@printcommunications.org](mailto:kim@printcommunications.org).

### PGCA Member Statistics 2024

PGCA member achievements with use of ITU AbsorbTech's Ultra™ Printer Towel service

**207,055**

lbs towel waste diverted from landfill

**16,014**

gallons of solvent prevented from entering the environment

**\$8,215**

in rebates paid out for ITUdirect.com



## NEOGRAPHICS 2026

### NEOGRAPHICS PRINT COMPETITION RETURNS – NOW EXPANDED TO INCLUDE MARYLAND, DC, AND VIRGINIA!

The wait is over! The Print & Graphic Communications Association (PGCA) is thrilled to announce the return of Neographics, the premier regional print competition celebrating the artistry, innovation, and excellence of the printing industry.

For over 50 years, Neographics has recognized the finest work from printers across Pennsylvania, Delaware, New Jersey, and New York. Now, after a brief hiatus, the competition is back—and bigger than ever! For the first time, Neographics is expanding to include entries from Maryland, Washington, DC, and Virginia, giving even more print professionals the opportunity to showcase their talent and gain well-deserved recognition.

“We are excited to bring back Neographics and continue the tradition of honoring outstanding print craftsmanship,” said Melissa Jones, Co-President of PGCA. “Print is more than just an industry—it’s an art form. This competition highlights the best of what our region has to offer.”

#### Call for Entries – Start Saving Your Best Work!

Printers, designers, students, and industry professionals are invited to submit their best work for consideration. With 33 established and new categories, Neographics celebrates everything from books and packaging to large-format graphics and cutting-edge print techniques.

The competition is open to both PGCA members and non-members, with special discounted entry fees for students looking to make their mark in the industry.

**New for 2026:** Entries can include work produced in both 2024 and 2025, so start saving your best pieces now!

#### Prestigious Industry Recognition

Winners will be honored at the Neographics Exhibition Awards Ceremony in Philadelphia in May 2026, where top entries will compete for distinctions including:

- **Franklin Awards for Excellence** – Recognizing high-quality pieces based on merit.
- **Best of Category** – Awarded to the top work within each category.
- **Power of Print Award** – The ultimate “Best of the Best” honor.

#### Join the Celebration of Print

Neographics is more than just a competition—it’s a celebration of print’s enduring power, creativity, and craftsmanship. Past winners have used their awards to showcase their capabilities, impress clients, and distinguish themselves in the industry.

“We encourage all print professionals to enter and gain recognition for their incredible work,” said Tim Freeman, Co-President of PGCA. “This is an opportunity to demonstrate the impact and creativity of print in today’s world.”

#### Key Dates & Entry Information:

- **Entry Deadline: March 27, 2026**
- **Awards Ceremony: May, 2026 – Philadelphia, PA**
- **Entry Form Release: End of 2025 with CALL FOR ENTRIES**

For more details on categories, submission guidelines, and how to enter, contact Melissa Jones at (856) 308-2851 or [melissa@printcommunications.org](mailto:melissa@printcommunications.org).



### HR ACADEMY SPECIAL PRESENTATION: Minimizing the Risk of Immigration Law Liability

**March 13th, 11:00 am – 12 Noon**

The U.S. Immigration and Custom Enforcement (ICE) agency has increased its enforcement activity like never before—focusing primarily on whether employers have properly completed their I-9 Forms. Penalties for failure to do so include expensive fines and even criminal charges.

**Today more than ever, a proactive compliance plan is a must.**

This webinar provides a step-by-step self-audit and a compliance manual to assist in your ongoing compliance program. Find and correct I-9 errors before ICE does.

#### Attend and you’ll learn ...

- **A proven approach to finding errors in existing I-9s**
- **Practical pointers to make the process easier**
- **How to address errors without making them worse**
- **When you can lawfully destroy old I-9 forms**

In addition to the presentation, you will receive a step-by-step compliance guide for conducting an I-9 Self-Audit, along with other compliance tools.

**Register at [printcommunications.org/events](http://printcommunications.org/events).**



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## MEMBERS-ONLY ACCESS!

## MEMBERS ONLY RESOURCES AT PRINTCOMMUNICATIONS.ORG!

Visit the Member Resource section at [printcommunications.org](http://printcommunications.org) to access many members-only resources. Have a few minutes to spare? Login and take a class, brush up on your training and learn something new. Resources are available any time, anywhere, on your mobile device or laptop. Contact PGCA at [info@printcommunications.org](mailto:info@printcommunications.org) for login assistance.

**Safety Webinars** – Pre-recorded webinars on 17 topics (5 in Spanish), along with handouts, forms and sample policies. Fast and easy way to onboard employees or refresh training when new equipment or chemicals are introduced.

### Mandatory training topics including:

- Lockout/Tagout
- Hazard Communications
- Forklift Training
- Emergency Action Plan



**Print University** – Over 60 virtual courses on print production, sales, and more. Easy training for new and current employees.

### Training webinars recently added include:

- Automate CX and Proof Approvals
- What a Print Buyer Should Know
- The Ins and Outs of IPDS vs AFP vs PDF
- World of Inks and Uses
- Tips for Walking Your Workflow



**Sales, Company Culture and Marketing Webinars** – Recordings from our monthly briefs with Kelly Mallozzi, Principal, SuccessinPrint. These 15-minute briefs give you a quick jolt of inspiration.

**Industry Benchmarking Reports** – Printing Industry Performance & Insights reports from our partnership with Ralph Williams, Associate Professor of Management, Jones College of Business at Middle Tennessee State University.

**PrintAccess Listing** – Check to make sure your company's free listing on PrintAccess, PGCA's online print buyers guide, includes your company's specialties, capabilities and services.

**Mailers Hub News** – Monthly news summaries from Leo Raymond at the Mailers Hub. Mailers Hub is the ultimate resource for anyone involved with the post office. PGCA members get a discount on a Mailers Hub subscription.







## What a Senior Leader Needs to Know About ...

A One-Day Management Conference for Printing Industry Owners, CEOs, and Senior Management

**THURSDAY**

**MARCH 20, 2025**

**8:00 am – 4:00 pm**

This one-day conference, presented by Print & Graphic Communications Association, examines key topics that are critical for printing industry owners, CEOs and senior managers to understand as our industry continues to rapidly evolve.

Conference Agenda Topics:

- **Intelligent Workflow Infrastructure**
- **Workflow Automation**
- **Understanding the Latest Labor and Employment Issues**
- **Sales Leadership**
- **Financial Controls and Operational Excellence**
- **Future Proof your Sales & Marketing**

Past Senior Leader conferences were highly rated by attendees and chock full of timely and relevant information. Join us for a networking dinner on Wednesday night at the Best Western.

Visit [www.printcommunications.org/events](http://www.printcommunications.org/events) to register.

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COMMISSION IS PAID ...

It is a common practice in our industry to pay sales reps on a commission basis. This recognizes the reality that selling is challenging work best carried out by highly motivated individuals—people who really want to succeed and are willing to work to get there. The usual approach is to pay the commission when the order is produced and billed.

However, it's tempting to consider the possibility that the client may never pay the bill or take a long time to do so. This leads to commission plans which pay commission upon receipt of payment. In fast-growing companies, who are challenged by cash flow, this is often the preferred solution. Yet, since the sales rep does not have the responsibility of being a bill collector nor have they approved the extension of credit, this practice penalizes the rep for events beyond their control or responsibility. Also, because commission is now disconnected in an irregular way from the entry and billing of

a job, the desired incentive effect is muddled. A solution which can be a winner for company and rep, is to use a draw against commission methodology. Although it does create some bookkeeping challenges, a draw is basically a negotiated fixed amount (salary) providing a planned cash flow for the sales rep and company. Commissions are calculated on a pre-determined period (quarterly) and then paid out less the draw. Since most companies receive payment from clients within 60 days, this method helps smooth out the cash needs of the company while continuing to reward the rep for performance. This practice works best when the rep has a proven track record.

**About the Author:** *quoins2pixels* is written by Joe Polanco. The author has spent decades in the printing industry, and held various management positions within the industry. As a value-added service of PGCA, Joe is available to expand on these articles, or aid with projects. Contact Joe at [jspolanco49@gmail.com](mailto:jspolanco49@gmail.com).

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