



PIAMS Weekly News

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March 12, 2010

Printing & Imaging Association
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LinkedIn Groups – Printing & Imaging Association Mountain States serves as a List Serve.

Welcome New Member

RMDMA
Arvada, Colorado



PRIDE Award Entry Deadline Extended

To Clear Up Confusion - Thanks for Asking

To respond to questions and concerns from the industry about a competing print awards competition, PIAMS has extended our deadline for those that still would like to enter.

YES – You can still enter your award winning pieces into this year's PRIDE Award Competition!

YES – You can get one FREE entry if you participate in the on-line member's survey we sent out recently.

You tend to spend many hours and a lot of money finding ways to market your company just to show what it can do and how well it can do it. Well, the PRIDE Awards gives you that opportunity and you don't even have to figure out what to do because you've already done it! All you have to do is go through what you have printed during 2009, select the best pieces, and enter them in the PRIDE Award Competition.

If you would like to enter pieces into the "19th Annual PRIDE Award Competition" we would be happy to take them – just let us know by Tuesday, March 16th that they are on their way. Give us a call at 303.771.1578.

Colorado Cities See a Loss of 53,800 Jobs Over One Year

The two major metropolitan areas in Colorado saw a total of 53,800 job losses from November 2008 to November 2009, according to figures from the U.S. Bureau of Labor Statistics. The Denver-Aurora-Broomfield area saw a loss of 43,400 jobs during the period for a drop of 3.5 percent.

Colorado Springs lost 10,400 jobs for a loss of 4 percent. The Colorado cities listed in the report were among the 100 biggest labor markets in the country. 99 of the 100 cities suffered job losses over the year.

OSHA Proposes to Add MSDs To Form 300

In January, the Occupational Safety and Health Administration (OSHA) issued a proposed rule which would add a column to the OSHA Form 300 to track musculoskeletal disorders (MSDs).

The Agency is also proposing to remove existing language from its recordkeeping compliance directive that "minor musculoskeletal discomfort" is not recordable as a restricted work case "if a health care professional determines that the employee is fully able to perform all of his or her routine job functions, and the employer assigns a work restriction for the purpose of preventing a more serious injury."

Comments on the proposed rule may be submitted until March 15. Many business groups believe that the addition of the MSD column on the form is an effort by OSHA to collect MSD data so they can make a case to Congress that the agency should be allowed to create a new ergonomics standard.

Cobra Subsidy Extension Bill Signed

President Obama signed a bill into law last week that extends the eligibility period for the COBRA premium subsidy through March 31, 2010. The eligibility period had expired Feb. 28 of this year.

The law also expands the definition of "assistance eligible individual" to include, as a qualifying event, the loss of health care coverage because of a reduction in hours followed by involuntary termination of employment.

The period of these individuals' continuation coverage will be determined as though the qualifying event were the reduction of hours of employment. Group health plan administrators must provide notice of the subsidy to these individuals within 60 days of the involuntary termination of employment.

The notice must comply with the rules set forth in the American Recovery and Reinvestment Act of 2009 (P.L. 111-5), which initially enacted the COBRA subsidy.

You Should Know This As Well.....

The EEOC issued an informal discussion letter in 2009 indicating that it is a violation of the ADA for an employer to require an employee to participate in a health risk assessment as a prerequisite for obtaining health insurance coverage. Under the ADA, once an individual becomes an employee, an employer may make disability-related inquiries and require medical examinations only if they are job related and consistent with business necessity. According to EEOC requiring a health risk assessment for health coverage "does not appear to be job-related and consistent with business necessity."

Employers are permitted to make disability-related inquiries and have medical examinations as part of a voluntary wellness program. Participation cannot be required, and employees who choose not to participate cannot be penalized (e.g., denied a benefit).

Remember: PIAMS should be your first contact if you have HR questions. PIAMS has been helping members with HR issues for decades - whether your questions fall into federal or state laws and requirements.

Envisioning America's Future Postal Service From the USPS website

The U.S. Postal Service is at a tipping point due to the combined effects of the economic recession, increased use of electronic communications, and its obligations to prepay Retiree Health Benefits. Always dedicated to providing reliable, affordable, high-quality universal service, the Postal Service has developed and begun implementing a range of cost-reducing and revenue-generating initiatives. But these aren't enough to close the financial gap between revenue and costs. For the American public to continue receiving affordable universal postal services from a self-sufficient Postal Service, these issues need to be addressed quickly and comprehensively with legal and regulatory action.

To address this crisis, the Postal Service reached out to the experts for assistance. The Boston Consulting Group (BCG) provided forecasting expertise, Accenture provided an analysis of the revenue generation diversification strategies used by foreign posts, and McKinsey & Company provided an analysis of the feasibility and impact of a multitude of cost-reducing and revenue-generating options.

With the additional insight provided by these analyses, the Postal Service is now calling for greater flexibility so it can adapt its business model to serve the needs of 21st Century customers. The new action plan was presented at the "Envisioning America's Future Postal Service" conference on March 2, 2010. Take a look at presentations from the event, documents describing the Postal Service's action plan, and the consultants' analyses:

Ensuring a Viable Postal Service for America: An Action Plan for the Future.

- Paper ([pdf](#))
- Presentation ([pdf](#))

News Release

- [News Release](#)
- Audio News Release ([mp3](#)) ([html](#))

Supporting Documents

- The Postal Service in 2020 ([pdf](#))
- Fact Sheets
 - Overview ([pdf](#))
 - Legislative and Regulatory Actions ([pdf](#))
 - Expanded Access and Products ([pdf](#))
 - Workforce ([pdf](#))
 - Pricing ([pdf](#))
 - By the Numbers ([pdf](#))
- Charts and Graphs
 - BCG Selected Slides ([pdf](#))
 - McKinsey Selected Slides ([pdf](#))
- Postal Facts ([pdf](#))
- Frequently Asked Questions ([pdf](#))

Consultants' Analyses

Note: March 2nd presentations below vary slightly from those shown during the actual event, the latter were modified to enhance visibility.

- BCG March 2nd Presentation ([pdf](#))
- BCG Presentation - Projecting US Mail volumes to 2020 ([pdf](#))
- BCG Narrative – Projecting US Mail Volumes to 2020 ([pdf](#))
- McKinsey March 2nd Presentation ([pdf](#))
- McKinsey Presentation – USPS Future Business Model ([pdf](#))

Accenture Presentation – Is Diversification the Answer to Mail Woes? The Experience of International Posts ([pdf](#))

MFSA Rocky Mountain Chapter Meeting & Luncheon

PIAMS Members are welcome to attend this great meeting and luncheon at member rates. Just \$35.00 you will be able to hear The Postal Professor, George Heinrich, update you on everything "Postal". Need some advice on mail piece design? Is that a booklet or a self-mailer? How many tabs do you really need? Are just some of the questions you will get answered. The session will be held at The Denver Renaissance Hotel – 3801 Quebec St. in Denver on March 16th from 11:30am to 1:30pm. For more information contact Jennifer Root at (703)350-6177. Or Jennifer Janness at (303)771-1578 for a registration form.