



PIAMS Weekly News

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May 28, 2010

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New Regulations for Coverage of Adult Children

Two weeks ago the government issued regulations on the issue of covering children of employees up to the age of 26. The synopsis:

For calendar year plans, the requirements go into effect January, 1, 2011. No special surcharges will be allowed for extending coverage under this circumstance. If children of employees were previously "aged out" of coverage from a parent's plan, they must now be given a new right to enroll and at least 30 days to decide. Plus, a child who previously lost coverage because of age and then opted for COBRA can re-enroll in the parent's health care plan. Then, upon reaching age 26, the child could again take COBRA for up to 36 months. Coverage must be offered for employees' adult children up to age 26 regardless of whether the child is in school, married, lives at home, or has any income. The last day a plan would have to extend coverage would be the day before the adult child's 26th birthday. Under IRS regulations issued late last month, employers also can extend coverage until the end of the year in which the child turns 26 without any adverse tax consequences to the employee.

Walmart Makes Progress On Sustainability Goals

Since launching its packaging scorecard in 2008 to rate suppliers on the sustainability of their packaging, suppliers have entered more than 329,000 items that Wal-Mart sells and 11,000 items that it tracks at Sam's Clubs. [Read More...](#)

This is a good reminder that supplier sustainability is still a very important issue to customers in all industries. For the printing & packaging industries a company's commitment to being environmentally friendly is right in there with being a competitive supplier, especially in Colorado.

PIAMS and the Colorado Department of Public Health & Environment's Small Business Assistance Program still welcome you to become a participant in the Environmental Results Program (ERP) that is currently in process. If you are touting that you are environmentally friendly it must be based upon compliance – which you can prove through the ERP. Check out the [Green Stuff](#) section of the PIAMS website and review the Compliance Workbook and ERP forms.

Important Information on the Lacey Act

Printers and print buyers must be aware of the Lacey Act, a law that prohibits all trade in plants and plant products (including pulp and paper) that are illegally sourced from the U.S. or any foreign country. It also requires importers to declare the country of origin of harvest, and species name of all plants contained in their products.

The Department of Justice is serious about enforcement of this law, and requires importers of paper to provide a basic declaration to accompany every shipment. In a recent example showing the enforcing agency means business, Gibson Guitar Corporation in Nashville, TN was raided by federal agents in November 2009 as part of an investigation into the illegal trade of rare wood allegedly used in some of Gibson's renowned musical instruments. Even if the law was violated unknowingly, there are penalties which include seizure of goods, fines up to \$200,000 for corporations or \$100,000 for individuals; and even jail time. **It is the responsibility of each company to exercise "due care" and understand the origin of its forest products.** In order to be sure you are in compliance with the law, ask your supplier questions about *their* supply chains, and institute policies and procedures to track forest products. Learn more at www.eia-global.org/lacey or www.SustainableForestProds.org.

PIAMS June Sessions

June 16, 2010 – The Denver Press Club
Finding Profitability In The Future and Today!
Changes, Trends and Evolving Opportunities.
5:30pm to 7:30pm

June 22, 2010
Mergers & Acquisitions by Paul Reilly
of New Direction Partners
11:30am – 1:30pm

June 29, 2010 – The Buckhorn Exchange
Cocktails & Conversations
5:30pm – 7:00pm