



PIAMS Weekly News

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Printing & Imaging Association
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HR Question

An employer provides paid sick leave to employees. An employee was on sick leave from December 13 to September 11. The employer paid her 9 months of sick pay before her return to work on September 12. How much of the sick pay is subject to Social Security, Medicare, and federal unemployment taxes?

Only the first 6 months of it.

Sick leave and disability pay are subject to federal income taxation; however only the first 6 months of sick and disability pay are subject to Social Security, Medicare, and federal unemployment taxes. Employees may request that third-party payers withhold taxes from sick and disability pay.

From *HR.BLR.com*

How Should You Sign Off on E-Mails?

Will Schwalbe, co-author of "Send: Why People E-Mail So Badly and How to Do It Better," cautions that one can "do a lot of damage" to business and personal relationships with careless e-mail closings. Schwalbe warns against closing e-mails too frequently with words like "Best" and "Best always." But many agree that "Best" is among the best ways to close a business e-mail.

Craig Brownstein, vice president of media relations at the PR firm Edelman, is one such fan of "Best" and its variants. He says he started seeing "Best" in e-mails a few years ago and has used it ever since. Others may see ending an e-mail with "Cheers" as too "mock-Brit," while "Fondly" should probably never be used to close a professional e-mail.

Unless you know the person you are e-mailing very well, Schwalbe recommends against a humorous e-mail closing such as "Off like a prom dress." Brownstein, meanwhile, recently asked his research team, StrategyOne, to catalogue the most common e-mail closing lines in an online poll.

The survey showed that 25 percent of participants said they close their professional e-mails with "Sincerely," while 20 percent use some variant of "Thank you" and 17 percent use no closing at all.

From *"Best for Last?"-- Washington Post (08/03/09)*; McCann, Ruth.

Tips on Spam-Proofing Your E-Mail Inbox and Cell Phone

Spam makes up 90 percent of e-mails, and cell phones are also now receiving junk mail. However, inboxes and cell phones can be protected in a number of ways. When creating an e-mail address, make sure to use a complicated name. Add numbers, underscores, and other characters. Additionally, addresses starting with letters at the beginning of the alphabet receive more spam, so it is better to use other letters. A good e-mail filter is a tool that can be used. Free filters, such as MailWasher, POPFile, Spamato, or SpamBayes are good examples. If the address starts receiving spam anyway, delete it. Multiple accounts are good to have. When signing up for something online, make sure to uncheck the newsletters and updates box, and if accounts are receiving e-mails, make sure not to unsubscribe, but to forward spam to the Federal Communications Commission. A phone can be protected by joining the Do Not Call Registry and complaints call be filed under the CAN-SPAM Act.

From "Spam-Proof Your Inbox, Cell Phone"
Mobile Tech Today (07/21/2009); Komando, Kim

PIAMS UPCOMING EVENTS

Sept. 22 – What the heck is happening to our mail?
1:00pm – 3:30pm. 5000 Osage Street #100, Denver.

Sept. 23 – MFSA Session – Leading Your Company Through Tough Times. 11:30am – 1:30pm. Embassy Suites Hotel, 4444 N. Havana, Denver.

Sept. 24 – Kathy Lauerma Retirement Party.
5:00pm – 7:00pm. The Denver Press Club, 1330 Glenarm Place, Denver.

Sept. 29 – Cocktails & Conversation. 5:30pm – 7:00pm.
Buckhorn Exchange, 1000 Osage Street, Denver.

Flyers for these events are attached or call Jennifer Janness at (303)771-1578 for more information.

QUOTE

"Aging is not 'lost youth,' but a new stage of opportunity and strength." -- Betty Friedan