

## 2017 WAGE AND BENEFIT SURVEY - NOW OPEN

Each year, PIM and all the Printing Industries of America Affiliated organizations conduct this project. Data from over 500 companies and more than 17,000 employees across the United States comprise the survey. From top management to the shipping department, you'll see wages and salaries PLUS benefit practices. Survey results are broken out by region of the country as well by size of company.

Final results are published in October. We hope you'll participate. Some associations charge non-members \$1,000 - \$1,500 for this survey

### **PIM pricing for participants:**

Member, under \$10M sales \$80

Member, over \$10 M sales \$160

Non-member \$400

### **PIM pricing for non-participants:**

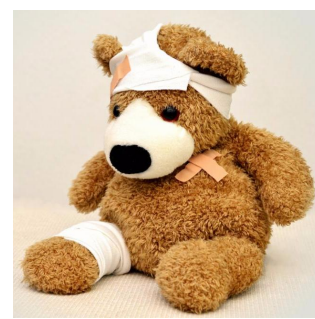
Member \$400

Non-member \$600

Contact Ben Dally to request a copy of last year's report or to obtain the login info for this year.

[bdally@pimw.org](mailto:bdally@pimw.org)

# MINNEAPOLIS & SAINT PAUL - SAFE & SICK LEAVE ORDINANCES



## Presentation Recap

On June 21st at the Crown Plaza in Bloomington, Tom Revnew from the law firm Seaton, Peters, and Revnew, gave a great presentation laying out the details and answering questions about the Minneapolis and Saint Paul Safe and Sick Leave ordinances. Here are some highlights that were covered.

- The ordinances take effect on July 1st, 2017 for both cities, but in Saint Paul, employers with fewer than 24 employees have until January 1st, 2018 to change their policy.
- In Minneapolis, employers with fewer than 6 employees are not included in the ordinance. Saint Paul has no small employer exemption.
- Both cities require that all employees earn one hour of sick and safe time for every 30 hours worked, though employers may front load and won't have to accrue it (front load 48 hours the first year and 80 hours each subsequent year).
- Companies outside of Minneapolis and Saint Paul may need to cover employees that work within city limits (legal challenges to this are pending).
- Your PTO policies may already cover the Sick and Safe Leave requirements, but would need to be reworded.
- Some examples of what employees can use Sick & Safe Time Leave for are diagnosis, treatment, recuperation, or preventative care, care of a family member, relocation, victim services, safety planning, counseling, participation in a legal proceeding.
- Both cities have notices that must be displayed. Links provided: [Minneapolis](#), [Saint Paul](#).

For additional details or any questions you may have, you can contact  
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952-921-4622  
[trevnew@seatonlaw.com](mailto:trevnew@seatonlaw.com)

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## OSHA 300A UPDATE

### Submission Deadline moved to December

Federal OSHA has officially proposed to move the deadline for submitting the OSHA 300A form information. Under OSHA's revised record-keeping rule, employers had a compliance deadline for the electronic submission of data from their record-keeping forms. The date to submit the information would move from July 1, 2017 to December 1, 2017.



Note: this deadline never applied for Minnesota members. The state never adopted this federal requirement. This update does apply to the other states in the PIM territory.

As always, if there are any questions about this update or other safety issues contact  
**Paul Gutkowski**  
612-400-6205  
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## PIM EDUCATION FOUNDATION AWARDS \$7,000 IN SCHOLARSHIPS



### Scholarship Update: Corissa Howard

Corissa Howard was awarded a scholarship in 2016. In February, she started a graphic design internship at the Minnesota Zoo in Apple Valley. Her roles include designing print and digital ads, banners, signs, postcards, posters, visitor maps and interpretive graphics for zoo campaigns and upcoming events. She works with vendors, sends bids on behalf of the zoo for various printed materials in runs numbering in the hundreds of thousands.

Corissa will be graduated with a B.A. in Graphic Design and B.B.S. in Bible.

"Thank you again for your generous scholarship, it has greatly influenced my growth and exciting opportunities I've had since then."

- Corissa Howard

Printing Industry Midwest Education Foundation awarded the following scholarships for 2017, congratulations to:

**Andrea Gawarecki of Stewartville, MN**

*University of Mary - Bismarck, ND*

**Hailey Gross of Stuart, IA**

*University of Northern Iowa*

**Mitchell Morgan of Roseville, MN**

*Rochester Institute of Technology*

**Emily Wicker of Norfolk, NE**

*Dordt College*

**Sharleen Wipf of DeSmet, SD**

*Dakota Wesleyan*

Good luck at school in 2017-2018!

Thanks to our 2017 Scholarship Committee for their dedication and work to provide these deserving students support as they pursue a career in print:

**Mark Anderson**

*Impact Proven Solutions*

**Bruce Behm**

*Quazar Capital Corporation*

**Dennis Bell**

**Mark Carlson**  
*Heidelberg USA*

**Dave Haugland**  
*Impressive Print*

**Hal Holden**  
*Retired*

**Michelle Kamenov**  
*Minnesota Department of Education*

**Lana Siewert-Olson**  
*Ideal Printers. Inc.*

Tax deductible donations to the PIM Education Foundation, a 501(c)3 corporation, make possible the distribution of scholarships each year to students preparing for a career in the printing industry. Funds are raised through various events throughout the year, which are added to earnings of an ongoing endowment, generously established by our members.

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## GEORGE HEINRICH, THE POSTAL PROFESSOR CERTIFIES PIM MEMBERS IN MAILING

### An Expert on Postal Regulations and Mailing

PIM's Communications Director Ashley LeMay is awarded her certificate for becoming a Mail Specialist from THE Postal Professor, George Heinrich.



Ashley completed the program in May along with employees from several member companies such as: J-C Press, Daily Printing, GLS Companies, Impact Innovations, Documation, SeaChange Print Innovations, Star Digital Print and Spectrum Marketing Services.

George Heinrich has been in the mailing industry for over 45 years. Along with owning two direct mail companies, he has served in leadership positions with some of the most respected graphic communication corporations in the country. Although he has never worked for the Postal Service, George is recognized as an expert on postal regulations and mailing operations and is considered the premier presenter of mail related training. A frequent speaker at industry related conferences, he is also an active member of AMSP, PIA and was a former Industry Co-Chair of the Denver Postal Customer Council. In 2007 he was honored to receive the AMSP L. E. "Luke" Kaiser Award for outstanding contributions to education in the direct mail industry. Using humor and his extensive knowledge of the mailing industry and the USPS, George has trained over 1,500 students in the former USPS MQC program and has helped thousands of others gain a better understanding of the complexities.

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*EMAIL ASHLEY*

Send your stories to PIM by contacting  
Ashley LeMay.

*STAY in The Loupe - Connect with us!*

