



communiqué

In This Issue

[Letter From the President](#)

[Legal News](#)

2022 Board of Directors

Officers

Brett Greene
President

Renaud Megard
Vice President

Bob McCarthy
Treasurer

Brooke Hamilton
Immediate Past President

Board Members

David Beilfuss
Dan Crownover
Gary Gayton
Brett Greene
Brooke Hamilton
Bob McCarthy
Renaud Megard
Bob Miller
David Primrose
Tristan Tripodi
Mike Welter

Member Feedback

GPI success is directly related to the input and feedback of the membership. Members' ideas and comments are crucial as we develop new programs, plan events, and schedule educational meetings. If you have an idea that would benefit the organization, please e-mail us at gpistaff@thomasamc.com.



Headed To Orlando.....Finally!

The plan was to have the 2020 GPI Annual Meeting at the Loews Portofino Bay Hotel in Orlando, Florida, but, COVID happened. Two years later, we are set to finally head to Orlando. The 2022 GPI Annual Meeting is the first annual meeting since 2019! We are excited at the opportunity to bring the members together, to learn, to share ideas, and to grow meaningful relationships among members.

We have a great program in place and believe all attendees will take away valuable strategies and information from the speakers scheduled to present. Alex Chausovksy, formerly of the Institute for Trend Research, and now with Miller Resource Group, will cover key elements that make organizations attractive to top talent, best in class hiring strategies, top factors that drive talent retention, and much more. A very timely presentation for sure.

Columnist, author and speaker Gene Marks will provide information on how companies can grow their business in the current economy. Gene will cover manufacturing

trends that can help predict future downturns and growth opportunities. He will review the latest legislation and activity in Washington, D.C., review the latest technologies to further growth and discuss operational tactics to help address inventory, labor, and overhead challenges that have resulted from supply chain issues and inflationary pressures.

GPI is very pleased to welcome David Nur, who is an educator, executive coach, and best-selling author. David will discuss the fundamental flaws in many business models in a dynamic market, opportunities to scale and create new profitable revenue and growth opportunities, and how leaders can address changing market demands.

Kelly Riggs will close our general sessions on Friday, March 25, with a presentation on the impact of the "Great Resignation". Kelly's presentation includes four specific things great companies are doing to acquire and retain talented employees. Kelly has presented to GPI in the past, always providing valuable information in an entertaining way.

Our executive committee and board of directors meetings are scheduled for Wednesday, March 23, and don't forget to join us for the welcome reception, which will be held outside at Loews Portofino Bay.

We have a great meeting in store for you and can't wait to see you in Orlando.

2022 Semi Annual Meeting	September 25-27, 2022 The Westin Chicago Downtown
2023 Annual Meeting	March 29 -31, 2023, Hyatt Regency Indian Wells Resort & Spa
2023 Semi Annual Meeting	Chicago (TBD)

PRESIDENT'S MESSAGE



Brett Greene

I hope everyone is having a great start to 2022.

2021 was another year of challenges for most of our organizations. The work has been plentiful, but many issues still persist, with labor, materials and logistics a veritable thorn in our sides. Rapid inflation continues to cause volatility in various markets as well, yet another obstacle we are facing. And of course, this COVID cloud continues to loom over our heads. We have seen new variants pop up and force us to make more adjustments, which has become the new norm for us as business leaders. The good news is that cases look to be trending down, and we look to be on a path to getting back to “pre-COVID life”.

It was great to see everyone at the semiannual meeting in Chicago last fall to discuss the challenges of the last year. Virtual meetings have their place, but for our organization nothing can replace in-person meetings and spending time listening and engaging with each other.

Although attendance at last year’s semiannual meeting was down from a historical perspective, we still had a pretty solid representation across the board. Those in attendance were treated to a full slate of speakers and wide range of topics. Events kicked off with a great repeat performer, Alden Mills. Alden always brings high energy to any discussion, and this was no different with his topic “Unstoppable Teams.” After all, who doesn’t want to be on a team with that guy? From there Jeff Butler took the floor, building off Alden’s topic. His session focused on 21st century leadership with a multi-generational workforce, something that is near and dear to every one of us. The first day finished off with some food for thought, courtesy of Brent Robertson. This presentation was focused on company culture and the things we all do to shape it in the image we desire. The second day was chock full of goodies as well. The morning began with Marcia Kinter, also a GPI alumnus, speaking on the topic of the new presidential administration and the impact its policies and programs could have on our industry. The highlight of the day was hearing from our very own Dale Crownover, president of Texas Nameplate. Dale gave a passionate presentation on measuring your business, not only against competitors but against your own internal standards. This is a very poignant topic for all of us and was very powerful coming from one of our own members. The final speaker of the day was Thomas Pace. He spoke to us about system security and how we can better protect our businesses. As if all these wonderful speakers were not enough, we ended our two-day session on a lighter note with comedian Vikram Pandya, and plenty of laughs were had by all. Much appreciation to Renaud and Thomas and their planning team for coordinating such a strong group of speakers and topics.

It’s important to recap the educational seminars at our most recent meetings. It provides those members not able to attend with a summary of the great programming GPI continues to deliver.

We do have one major association announcement to make from late last year. Dan Crownover has been appointed to the GPI board of directors, filling the spot vacated with the departure of Doug Billings. Please join me in congratulating Dan on his appointment when you see him in Orlando.

I am looking forward to seeing everyone at our annual meeting at the Loews Portofino Bay Hotel in Orlando in a few weeks. This location/venue has been rescheduled from 2020 when COVID shut down in-person meetings. We are excited to head south to warmer weather, and of course connect with our GPI friends.

Here’s to a healthy and prosperous 2022.

Regards,
Brett Greene



LEGAL NEWS AND COMMENTARY

Provided by Howe & Hutton, Nathan J. Breen

CALIFORNIA EMPLOYERS CAN BE SUED BY THIRD PARTIES WHO CATCH COVID-19 FROM AN EMPLOYEE

A California appellate court has ruled that a wrongful death suit on behalf of a non-employee who allegedly contracted COVID-19 from an employee may proceed. According to the complaint, a group of employees allegedly became infected with COVID-19 in a See's Candies factory due to a lack of social distancing, and one of those employees passed the virus to her non-employee spouse. The employee later recovered, but the non-employee spouse died. See's Candies argued that the case was preempted under the "derivative injury doctrine," which generally prevents lawsuits by third parties for injuries that are "collateral to or derivative of" injuries covered by California's Workers' Compensation Act. The court rejected that argument, ruling that third parties who suffer injuries "logically and legally independent of any employee's injuries" as a result of a company's negligence have not lost their right to sue. Unlike typical derivative claims such as loss of companionship or trauma caused by observing an employee's suffering, the suit here was limited to damages arising from the non-employee spouse's death. While it may be causally related to the employee's original injury, it was not derivative of that injury and consequently was not preempted, the court said.

DOL CITES INSURANCE AGENCY FOR EXPOSING WORKERS TO COVID-19

The U.S. Department of Labor has cited an El Paso insurance agency for ignoring safety requirements and allowing employees displaying coronavirus symptoms to work at the same Denver location as an employee who died of COVID-19. The Department's Occupational Safety and Health Administration investigated the Fred Loya Insurance Agency and found that it didn't safely distance employees, failed to implement a health and safety plan, and allowed symptomatic employees to remain on its site.

EEOC OFFERS GUIDANCE AS TO COVID-19 AS A DISABILITY

The Equal Employment Opportunity Commission ("EEOC") is offering employers new guidance as to when, and under what circumstances, COVID-19 can be considered a disability under federal anti-discrimination laws. The highlights from "What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws" include:

- In some cases, an applicant's or employee's COVID-19 diagnosis may cause impairments that are themselves disabilities under the ADA, regardless of whether the initial case of COVID-19 itself constituted an actual disability.
- An applicant or employee whose COVID-19 case presents mild symptoms that resolve in a few weeks—with no other consequences—will not have an ADA disability that could make someone eligible to receive a reasonable accommodation.
- Applicants or employees with disabilities are not automatically entitled to reasonable accommodations under the ADA. They are entitled to a reasonable accommodation when their disability requires it and the accommodation is not an undue hardship for the employer. Employers can choose to do more than the ADA requires.
- An employer risks violating the ADA if it relies on myths, fears or stereotypes about a condition and prevents an employee's return to work once the employee is no longer infectious and, therefore, medically able to return without posing a direct threat to others.

Officers

President

Brett Greene
Wilmington Nameplate
Stafford Springs, CT

Vice President

Renaud Megard
Nameplates For Industry
New Bradford, MA

Treasurer

Bob McCarthy
Holland Nameplate
North Kansas City, MO

Immediate Past President

Brooke Hamilton
Nameplates, Inc.
Tulsa, OK

GPI Staff

Craig Addington
Andrea Sutton

Legal Counsel

Howe & Hutton, LLC



National Association of Graphic
and Product Identification
Manufacturers, Inc.

1300 Sumner Ave.
Cleveland, Ohio 44115
P 216-241-7333
F 216-241-0105
gpistaff@thomasamc.com