

September 2016



Sign Language

"The members of the Maryland Sign Association are dedicated to promoting professionalism, ethics, safety and education in the sign industry."

What's Inside

MSA General Meeting	1
The President's Corner	2
SMI Press Release	3
Calling All Signmakers	4
DOL Overtime Rules	5
DOL Overtime Rules (continued)	6
Classifieds	7
Something to Consider	
Membership News	8
Three Questions	
Zoning Committee	9
Scholarship News	
Did you Know	
Membership Application	10
Officers and Board of Directors	11
Need Help	
Mind Bender	
OSHA Update from ISA	12
Download Logo	
Contact Information	



MSA Fall General Meeting

SAVE THE DATE November 3, 2016

National Electronics Museum

Presents
A Blaze of Crimson Light

The History of Maryland Sign Evolution
Sponsored by
Maryland Sign Association

More Details to follow - watch your email

The President's Corner



Greetings, MSA Members:

Summer is nearly over, autumn will be here before we know it, and with it brings some exciting news from the Maryland Sign Association! The National Electronics Museum in Linthicum, Maryland has partnered with us to bring an amazing sign exhibit with a ribbon cutting ceremony scheduled for November 2016.

This is a first, on a local and a national level. Consider how few museums focus an exhibit solely on signs outside the American Sign Museum. An opportunity to expose the general public to our history and trade, and raise awareness for our state association is both an honor and a privilege.

It should be acknowledged that our board members worked tirelessly to bring this event to fruition. While there is still much to do, I am quite proud of our fellow board members who have contributed to this endeavor. This is a group effort and all contributors are heroes who donated time and money to make this happen. It is with great appreciation that I express my gratitude for their unwavering support!

As members of our association, we did this for you. We hope you attend and enjoy the exhibit. The exhibit will run for approximately 6 months. We invite you to visit and/or return with family and friends.

Spread the word! Details to follow soon...

All the best,

Max Aronow, MSA President

max@smisigns.com

www.mdsignassn.org



PRESS RELEASE

SMI Sign Systems, Inc.
August 23, 2016

Frederick, Maryland based SMI Sign Systems, Inc. announced today that it has been ranked no. 2956 by Inc. Magazine in their annual Inc. 5000 list, the most exclusive ranking of the fastest-growing private companies in America. The prestigious Inc. 5000 list represents the most comprehensive look at the most successful companies in the economy's most dynamic segment – America's independent small businesses.

"It is a great honor to receive this recognition and a privilege to have such a dedicated team who has made this growth possible" said Max Aronow, President of SMI.

Now in its 27th year in business, the rapidly expanding SMI Sign Systems, Inc. has grown from a small, two-man sign making shop in Rockville to a well-respected custom architectural sign company, employing nearly 50 people and operating two manufacturing facilities in Frederick. The company designs, fabricates and installs custom interior and exterior signage and wayfinding for hospitals, schools and universities, professional office buildings, federal and state agencies, property developers and retailers. The company has doubled in size during the past five years, both in annual sales and in number of employees.

The Inc. 5000 is a list of the fastest-growing private companies in the nation. Started in 1982, this prestigious list has become the hallmark of entrepreneurial success. Inc. Magazine's President and Editor-in-Chief, Eric Schurenberg, offered his congratulations to Max Aronow and said, "Only a tiny fraction of the nation's companies has demonstrated such remarkably consistent high growth. This achievement truly puts you in rarified company."

For more information: <http://www.inc.com/inc5000>



3903 Cornell Place
Frederick, MD 21703
301-468-1132
sales@smisigns.com

SMI Signs specializes in the creation of architectural signage.

[WWW.SMISIGNS.COM](http://www.SMISIGNS.COM)



Calling all Sign Makers

We Need Your Pictures To Promote The



We're currently seeking pictures
that you may have
from the early days of your shop.

Preferrably from the 50's - 70's

Please forward pictures of
Early Signs, Staff, Trucks
and a small tidbit

about the picture to:

andy@graphicillusions.com
or sheryll.strube@gmail.com

Final Overtime Rules Effective December 1, 2016: What You Need to Do to Prepare

The Department of Labor (DOL) has announced a final rule that will increase the minimum salary requirement for the administrative, professional, executive, and highly compensated employee exemptions. The final rule is effective **December 1, 2016**.

Background:

The Fair Labor Standards Act (FLSA) requires *virtually all* employers to pay most employees at least the federal minimum wage for each hour worked, as well as overtime pay for all hours worked in excess of 40 in a workweek. The FLSA allows for exemptions from these overtime and minimum wage requirements for certain "exempt" employees. To be considered "exempt," these employees must generally satisfy specific salary and duties tests:

- Meet the minimum salary requirement;
- With very limited exceptions, the employer must pay the employee their full salary in any week they perform work, regardless of the quality or quantity of the work; and
- The employee's primary duties must meet certain criteria.

Final Rules:

New Salary Requirements

Administrative, Professional, Executive Exemptions:

Effective December 1, 2016, the minimum salary requirement for the administrative, professional (including the salaried computer professional), and executive exemptions will increase from \$455 per week to **\$913 per week** (or from \$23,660 per year to \$47,476 per year). This means that employees who meet the administrative, professional, and executive exemptions must be paid a minimum weekly salary of \$913 in order to be exempt from the FLSA's minimum wage and overtime requirements. Exempt computer employees may also be paid hourly, if it is at least \$27.63 per hour, which doesn't change under the new rule.

Note: The minimum salary for these exemptions is less than the DOL had initially proposed.

Highly Compensated Employee Exemption:

The minimum total compensation for the highly compensated employee exemption will increase from \$100,000 per year to \$134,004 per year on December 1, 2016 (at least \$913 must be paid on a weekly salary basis).

Bonuses

For the first time, employers may use nondiscretionary bonuses (generally defined as those announced or promised in advance), incentive payments, and commissions, to satisfy up to 10 percent of the minimum salary requirement for the administrative, professional, and executive exemptions, as long as these forms of compensation are paid at least quarterly. To satisfy the rule, employers may make one final catch-up payment no later than the next pay period after at the end of the quarter if the bonus, incentive payment, or commission ended up being less than anticipated and the employee's weekly salary plus nondiscretionary bonuses, incentives and commissions does not equal or exceed 13 times the minimum weekly salary of \$913.

Note: For the highly compensated employee exemption, employers are already allowed to include commissions, nondiscretionary bonuses, and other nondiscretionary compensation toward meeting the total annual compensation requirement. This doesn't change under the final rule. Thus, as long as the employer pays the employee at least \$913 on a weekly salary basis, the employer can count these other forms of compensation toward meeting the minimum total compensation requirement (\$134,004 per year).

(Continued from previous page)

Final Overtime Rules Effective December 1, 2016: What You Need to Do to Prepare

Automatic Adjustments Every Three Years

Every three years, using figures from the Census Bureau and Bureau of Labor Statistics, the DOL will adjust the minimum salary requirement for the administrative, professional, and executive exemptions to keep it at the 40th percentile of full-time salaried workers in the lowest-wage region (currently the South). Additionally, the total annual compensation required for the highly compensated employee exemption will be kept at the 90th percentile of full-time salaried workers nationally. The first adjustment is scheduled for January 1, 2020. The DOL will publish a notice of updated salary requirements at least 150 days before those changes take effect.

No Changes to the Duties Tests

In the final rule, the DOL made no changes to the duties tests for the administrative, professional, executive, or highly compensated employee exemptions.

Compliance Recommendations:

Take this opportunity to ensure your exempt employees meet applicable exemption tests (salary and job duties requirements). Identify which employees meet the administrative, professional or executive exemption and currently earn less than the new minimum. If these employees' salaries fall below \$913 per week, you will generally either have to:

- Option 1: Raise their salaries to the new requirement; or
- Option 2: Reclassify the affected employees as non-exempt and pay them overtime whenever they work more than 40 hours in a workweek.

These options are explained in greater detail below.

Option 1: Raise Exempt Employees' Salaries

If you have exempt employees who are paid less than the new minimum, you can simply raise their salaries to meet the new requirement. Remember, effective December 1, 2016, employers may use non-discretionary bonuses, incentive payments, and commissions, to satisfy up to 10 percent of the minimum salary requirement for the administrative, professional, and executive exemptions, as long as these forms of compensation are paid at least quarterly. For example, if you pay a weekly bonus to an exempt employee, you could count up to \$91.30 of it toward meeting the \$913 weekly salary requirement.

Option 2: Reclassify Employees as Non-Exempt

If exempt employees don't meet the new salary requirement, you can reclassify them as non-exempt and pay them overtime whenever they work more than 40 hours in a workweek. If these employees rarely work more than 40 hours per week, simply convert their salary to an hourly wage (divide their weekly salary by 40 hours). However, if these employees regularly work more than 40 hours per week and you want to keep your compensation costs the same, then you would need to account for the overtime premium when you reclassify them as non-exempt.

"Something to Consider"

"There are no secrets to success. It is the result of preparation, hard work and learning from failure."
- Colin Powell

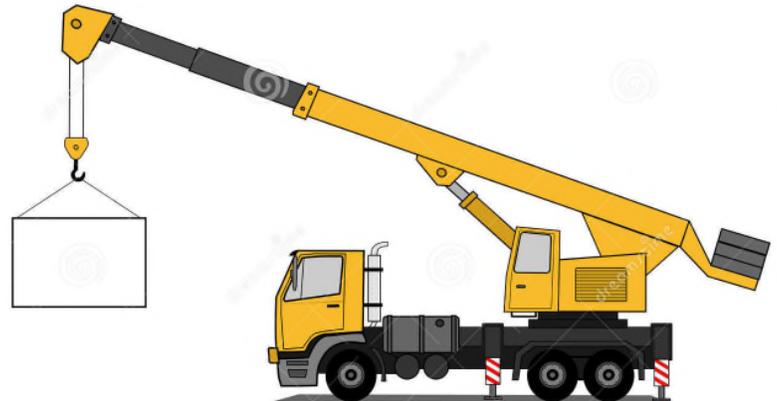
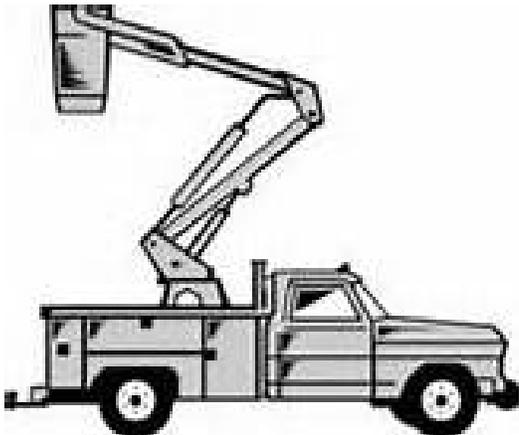
Reminder: Open enrollment for health insurance is
November, December & January.

Contact Mary Fineagan, Fineagan Insurance Company 410-879-1753
mfineagan1@verizon.com

Classifieds

Your classified here

Do you need used equipment?
Do you need to sell something?
Contact Sheryll to place your classified.



Membership News

Members as of 07/01/15		51
New members	2	
Non Renewing	(3)	
Current membership (including Life Members)		50

New Members

Cogar Print & Graphic Solutions
 Mark Cogar
 410-391-8888
 Mark@cogarprinting.com

Sign Here
 Dean Martin
 301-791-7654
 Dean@signhere.com

Sunshine/Concern

If you have any sunshine please contact Sheryll with the information. We need to keep up with the concerns and sunshine of our members

THREE QUESTIONS - Get to know our members.

This article will appear in future newsletters. We will be asking members to answer these three questions.

1. How did you get into the sign business?

2. Through my friend Nelson Grimes, an extraordinarily talented painter and sign-writer. I saw him working and thought it didn't look that difficult to do – I was wrong.

Screen printing looked easier but I was wrong again. However I persevered, read everything I could and eventually got the hang of it.

2. What is the biggest challenge you face?

The biggest challenge today is staying current with new technology. I started with a brush and a pint of OneShot.

3. Would you do it again?

Yes, I would do it again. It's been interesting and fulfilling, never boring.

Submitted by Larry Strube

Alpha Design Signs

Zoning Committee

Prince George's County, no longer will issue electrical permits in person. Once the sign permit is obtained the electrical permit can be filed on line, referencing the sign permit number.

Montgomery County no longer requires approval from Maryland National Parking & Planning.

Anne Arundel County is accepting sign permits on line. However according to Cindy L. Riggs payment will still be have to be made by check when the permit is picked up, as they have not set up credit card payment for sign permits. Also, they now require a permit to remove a sign.

Zoning ommittee Members:

Martha Knight with H&M Signs - mknight@handmsigns.com

Harry Sommer at Triangle Sign and Service - harry.sommer@trianglesign.com

Harry Connolly Permit Expediter - harry.connolly@verizon.net

Scholarship News

If anyone is interested in applying for the 2017-18 scholarship, please notify Sheryll.Strube@gmail.com
For a new application after January 1, 2017

Did you Know?

Maryland Sign Association is a member of the following:

International Sign Association
United States Sign Council
American Sign Museum
Baltimore Museum of Industry

Membership Application

Company Name _____

Owner/President/Contact Person _____

Street Address _____

City, State & Zip _____

Phone(s) _____

Fax _____

Email _____

Website _____

Number of Employees _____

Type of Business / Service _____

Membership runs from (July 1 – June 30)

Sign Companies Yearly Membership Rates: (Employees include office personnel)

1-5 employees \$95

6-10 employees \$150

11-20 employees \$225

21 + employees \$300

Suppliers, Vendors and Distributors Membership Rate: \$200.00

Return your application and check to:

Maryland Sign Association
c/o Sheryll Strube
1813 Meadowgrove Lane
Frederick MD 21702



Officers & Directors

President- Max Aronow, SMI Sign Systems, Inc., 301-468-1132

Vice President - Andy Langlois, Graphic Illusions, 410-789-9414

Secretary/Treasurer - Frank Miles, H & M Signs, 410-789-1640

Wayne Belsinger, Belsinger Signs, 410-837-2700

Tom Kelly, Martin Sign Supply, 410-366-1696

Harry Sommer, Triangle Signs, 410-247-5300

Harry Connolly, 410-591-3955

Larry Strube, Alpha Design Signs, 301-662-3363

Neil Brami, Gelberg Signs, 202-882-7733

Patricia Kerley Rust, Kerley Signs, 301-773-6800

NEED HELP

?

COME TO THE MEETINGS

Betcha' Someone Will Have The Answer!

Mind Bender

$$\text{grapes} + \text{grapes} + \text{grapes} = 30$$

$$\text{grapes} + \text{bananas} + \text{bananas} = 18$$

$$\text{bananas} - \text{cherries} = 2$$

$$\text{cherries} + \text{bananas} + \text{grapes} = ??$$



Answer on page 11

Update from ISA Industry News, May 18.

New OSHA Rule Impacts Sign and Graphics Companies with 20+ Employees

A new OSHA rule, due to take effect August 20, will affect sign and graphics companies with 20 or more employees. The new rule focuses on record keeping of injuries and submitting those records to OSHA.

The rule applies more broadly to any business with 250-plus employees, but OSHA has deemed manufacturing, including sign manufacturing, as an industry with higher requirements. Companies with 250-plus employees must submit OSHA Forms 300, 300A and 301. Manufacturers with 20-249 employees must submit form 300A only.

The final rule also includes an ability for a worker to report injuries and illnesses without retaliation.

Employers already are required to collect this information when a worker is injured on the job. The new rule requires that data to be submitted to OSHA.

OSHA will create a database of workplace injuries, allowing researchers to identify what causes workplace accidents, identify safety hazards before they become widespread and evaluate the effectiveness of accident prevention programs.

The new requirements take effect August 10, with phased in data submissions beginning in 2017. They do not change an employer's requirement to complete and maintain records of injury and illness under the Recording and Reporting Occupational Injuries and Illnesses regulation.

To learn more about how the new requirement affects the sign and graphics industry or your specific business, contact Kenny Peskin.



Sheryll Strube,
Executive Administrator
1813 Meadowgrove Lane
Frederick, MD 21702

Phone: 301-662-5760
Cell: 301-676-0934
Fax: 301-662-8596
Email: Sheryll.Strube@gmail.com

Visit our website at
www.mdsignassn.org

Mind Bender Answer from Page 10: 15

Grapes = 10

Bananas = 4

Cherry = 1

Maryland Sign Association
Certified Sign Contractor Logo



Download the logo at:
[Http://mdsignassn.org/logo-download-page](http://mdsignassn.org/logo-download-page)