

Human Resource Updates

Upcoming Dates to Remember.....

May 31st Monday
Memorial Day. No work

July 5th Monday
Independence Day
No work

WELCOME NEW HIRES.....

It is my pleasure to announce the newest members of Sabin Metal:

- Robert Gates – Dept # 41 Security
- Dillon Pennington – Dept # 26 Electrician

Congratulations to the following employees who took on leadership role and a well-deserved promotion:

- Hillary Shaffer - 8 yrs. of service – Purchasing Coordinator
- Samantha Hesse – 22 yrs. of service – Operations Office Manager
- Les Lamphier - 33 yrs. of service – Department Head of HGP Operations
- Doug Hesse – 26 yrs. of service – Department Head of PRD- Solution Operations

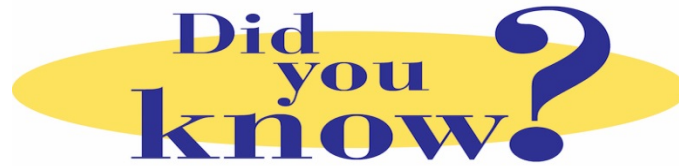
Don't Be A SISYPHUS: An Article from HR Magazine

How's 2021 shaping up for you? Is your plate full? Chances are, it's overflowing. I'm not just referring to work, either. Yes, work may take up the majority of your time, effort & attention, but you may also be addressing personal or family situation, such as struggles with spouse, a partner, kids or parents, etc. What's interesting about being full at work is that we don't view this positively. We **Complain**, incessantly. So much of our daily routine includes bemoaning all that we have to do. On top of that, we complain about the people we work with. We exhale a gigantic sigh intended to get the attention of others so they can commiserate with us. For some reason, we find comfort in collectively looking at all that's wrong with our day....because we're **FULL**.

I understand that being full can be overwhelming. But isn't that a great position to be in? Seriously, when you're full, there's a good chance either you're adding value or others are counting on you to come through because of your talent. So, we need to quit being **SISYPHUS**!! Who or What is Sisyphus? Well, you can google it ☺

If we first view people as a problem, working with them is bound to be challenging & even disheartening. Our mindset has to be reset. We should talk about how the work in front of us is an **OPPORTUNITY** and not a burden. We should embrace the conversations we have with employees as chances to **LEARN, HEAR** new ideas & perspectives, and work **COLLABORATIVELY**.

Be grateful that you're both full and overwhelmed with the good work that you get to be a part of. It's easy for us to complain. But just choose not to and plan to get that **"ROCK"** over the hill so you can see past the peak, go to the next valley & get the next boulder. Embrace the opportunity to use your talents to make contributions. Be glad you're Full..... (by: S.Browne)



N.Y. State Legalizes Recreation Marijuana Use – What We know

- Signed March 31, 2021
- Legalizes recreation use & possession (up to 3 oz) of marijuana by adults over age 21
- Amends the Compassionate Care Act of 2014 – allows those with prescription to smoke marijuana.
- While certain provisions of the law take effect immediately, including those regarding the use & possession of cannabis and the expungement of certain criminal convictions, many provisions will not be in effect until well into 2022.

It is important to remember that cannabis is still **illegal under Federal Law** & for those employers who are subject to specific Federal Laws (like Sabin Metal), they still have to comply with the Federal law provisions (like Controlled Substances Act & Drug-Free Workplace Act of 1988, etc.)

Also, we have to remember that impairment in the workplace is **Prohibited**. OSHA's General Duty Clause requires employers to provide a workplace "free from recognized hazards that are causing or are likely to cause death or serious injury".

Main takeaways:

- *Employees should not be coming to work impaired.*
- *Prohibit use of possession on site, during working hours, in company vehicles, using company machinery, equipment, etc.*
- *Employers (like Sabin) subject to federal drug testing and/or drug free workplace requirements must continue to comply with those requirements. New York State's cannabis law does not require the employer to "commit any act that would cause the employer to be in violation of federal law or would result in the loss of a federal contract or funding."*

Please keep in mind that the DOL & Cannabis Control Board could promulgate more rules, regulations & guidance down the road that could change the way it impacts employees & employers.

N. Y. Employees Will Receive PTO for COVID-19 Vaccination.

On 03/12/21 NY Governor signed a new law that will allow employees in NY State to take up to 4 hours off from work, with pay, to get vaccinated for COVID-19.

The law explicitly states that the four-hour allotment applies per vaccine injection. Significantly, the period of leave may not be charged against any other leave to which the employee is entitled, including NY State PSL. The law did not mention anything about retroactive if employee receive vaccine before March 12, 2021. The new leave entitlement will expire on December 31, 2022.

Rapid Testing Available onsite....

Reminder that we can still conduct COVID Rapid testing onsite as per need basis. Feel free to contact HR department @ ext. 296 if you want to be tested. If HR is not available please feel free to contact Ed Garbowski @ ext. 350.

COVID-19 Drive-Thru PCR Testing @ MCC.

The testing site at MCC is for first responders, health care workers and essential employees, even if they aren't symptomatic. People can call: **888-364-3065**.