

Human Resource Updates

Upcoming Dates to Remember.....

December 17th Tuesday

Sabin's Annual Holiday Gift distribution.
This year we are giving away a Sabin Jacket.

December 15th Health /Dental/Vision Aflac/ Enrollment/Changes Deadline

All enrollment/change forms must be submitted on or before the due date.

December 25, 2019 Wednesday

Scheduled Christmas Day off.

Jan. 1, 2020 Wednesday

Scheduled New Year's Day off

2020 Holiday Schedule

New Year – Wednesday 1/1/20

Presidents Day – Monday 2/17/20

Good Friday – Friday 04/10/20

Memorial Day – Monday 05/25/20

Independence Day – Fri. 7/3/20

Labor Day – Monday 09/07/20

Thanksgiving – Thursday 11/26/20

Friday 11/27/20

Christmas Day – Fri. 12/25/20



Best Wishes for a Happy Retirement

Employee retiring on 12/27/2019:

- Donald Cobin - 32 years of service

*As you go into this next phase of your life, may you enjoy the very best that life has to offer.
Thank you for your years of service and congratulations on your retirement!!*

Don't stop learning, because life never stops teaching.....

Continues learning is your self-motivated persistence in acquiring knowledge & competencies in order to expand your skill set. It forms part of your personal & professional development in an effort to avoid stagnation & reach your full potential. The following employees earned their Certificates this year:

Microsoft Excel Basics & Beyond the Basics - Samantha Hesse, Leahanne Schroth
and Hillary Shaffer

How to Supervise People – John Collins, Shane Conley, Mike Bennett & Cathy B.

How to Bargain & Negotiate with Vendors & Suppliers – Hillary Shaffer

Managing Emotions Under Pressure – Hillary Shaffer



*Wishing you
all a very
Happy
Holiday and
a Prosperous
New Year!!
From:
Human
Resource
Department*



Did you know?

*“Never let
the things
you
WANT,
make you
forget the
things you
HAVE”*

Health Insurance Offered by SMC for 2020

**Option #1: Empire Blue Cross Blue Shield
EPO Base Plan (comparable to MVP30/50)**

Single: **\$25.00/week**
Double/child: **\$200.00/week**
Double/spouse: **\$223.00/week**
Family: **\$250.00/week**

**Option # 2: Empire Blue Cross Blue Shield
(HSA) High Deductible Plan**

Single: **\$0 ***
Double/Child: **\$125.00/week**
Double/Spouse: **\$145.00/week**
Family: **\$150.00 / week**

*Sabin will contribute \$25/week into an HSA for High Deductible Single coverage only.

Dental Insurance: Excellus2020

Single: **\$6.80/week**
Double: **\$14.91/week**
Family: **\$21.07/week**

Vision Insurance:

Single: **\$ 0/week**
Double/Child: **\$1.15/week**
Double/Spouse: **\$1.10/week**
Family: **\$ 2.25 /week**

HSA – Health Savings Account

- Tax-free accounts combined with high deductible health plan
- Administered by approved trustee organization, bank, insurance carrier
- Employer and Employee contribute pre-tax
- Employer sponsored or purchased individually
- Can be combined with HRA
- Can reimburse employee for any IRC 213 expense
- Employee owns it but vesting can apply to employer funds
- Employer cannot designate purpose

RK

10/27/17

Rochester Museum & Science Center...

As a corporate partner of RMSC, Sabin Metal has 17 general museum admission passes available for employees & their family members/guest to use until 10/31/2020. Please contact HR Department if you want some free passes. First come first serve.

Upcoming Minimum Wage Increases for NY State...

The minimum wage rates are scheduled to increase 12/31/19:

- *NYC – Large Employers - \$15.00/hr.
- *NYC – Small Employers - \$15.00/hr.
- *Long Island & Westchester - \$13.00/hr.
- *Remainder of NY State - \$11.80/hr.

<https://labor.ny.gov/workerprotection/laborstandards/workprotection/minwage>

New Paid Family Leave Rates....

Below you will find the 2020 benefit & rates compared to current 2019 rates.

	2019	2020
Weekly Benefit (% of AWW)	55%	60%
Benefit Amount	10 weeks	10 weeks
NY State Ave. Weekly Wage	\$1,357.11	\$1,401.17
Max Weekly Benefit	\$746.41	\$840.70
Employees Contribution	0.153% of wage/pay period	0.270% of wage/pay period
Max Annual Contribution	\$107.97	\$196.72

Please feel free to contact HR Department at Ext. 296 with any questions or concerns.

Thank you,
Cathy Bundschuh/HR Coordinator