



# Human Resource Updates

## 2023 HOLIDAY SCHEDULE

**New Year's Day:** Monday January 2<sup>nd</sup>

**Good Friday:** Friday, April 7<sup>th</sup>

**Independence Day:** Tuesday, July 4<sup>th</sup>

**Thanksgiving Day:** Thursday, November 23<sup>rd</sup>  
Friday, November 24<sup>th</sup>

**Presidents Day:** Monday, February 20<sup>th</sup>

**Memorial Day:** Monday, May 29<sup>th</sup>

**Labor Day:** Monday, September 4<sup>th</sup>

**Christmas Day:** Monday, December 25<sup>th</sup>

## We at Sabin have a lot to be thankful

Another year has come and gone. With economic uncertainty and looming recession, not a lot of companies in our area gave bonuses last year. But Sabin gave 3 bonuses: Service Bonus, Christmas Bonus and the 4% Inflation Relief Bonus that Mr. Sabin gave to all employees the second week of December as his birthday gift to all employees. Happy 77<sup>th</sup> Birthday, Mr. Sabin and we are grateful for your generosity. 2022 was a great year for us; we at Sabin have a lot to be thankful for!!

***"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them"*** by John F. Kennedy.

## Why the grass is NEVER greener on the other side

It's a common thing to always think about things, people, workplace that might seem better than what you have now. That feeling of never being satisfied. That feeling of thinking no matter how amazing our life is, someone always seems to have what we want. It's never enough. "*The grass is always greener on the other side*" is a common expression. Basically, thinking your life would be better if it were in different circumstances, workplace, people, situations, etc. Whilst in reality, this is hardly ever the case. When we say that the grass is greener on the other side, we're usually if not always, projecting our own unhappiness or our dreams to outside factors. We tend to believe that by changing external factors (like changing job), we fix the problems that are deeply rooted within. The problem is changing external factors will hardly ever change the issues we are facing from within. Remember that everything has its bad things just as much as everything has its own uniqueness. I like to put it like this: instead of believing that the grass is always greener on the other side, you should try & nurture the grass you already have. After all, the grass is greenest where it is watered!!

***"The grass isn't always greener on the other side. The reality is, the grass is rarely greener on the other side, but it is always greener where you choose to water it. Take care of your own grass. And before you know it, it'll be greener on your side."***

**May this New Year bring us all Peace, Good Health & Prosperity**

**HAPPY NEW YEAR!!**

**From: Human Resource Department**



### 2023 Tax Bracket Changes

In October, the IRS released adjustments that will raise the top amounts of all seven federal income tax brackets for 2023 and thereby increase the paychecks of many employees by taxing more of their earnings at lower rate & could increase workers take home pay according to IRS. For some high earners, this benefit could be offset by having more of their income subject to Social Security payroll taxes, because the maximum earnings subject to the SS payroll tax will increase by nearly 9%. The IRS urges employees to check your tax withholding.

### NY State Paid Family Leave Policy Expansion.

Beginning Jan. 6, 2023, employees caring for siblings with serious health conditions will be eligible for PFL. The current PFL law limits receipt of PFL to the care of family members, which includes spouses, domestic partners, children and step-children, parents, parents-in-law, grandparents and grand children with serious health conditions. Under the revised law, the definition of "family members" will be expanded to include siblings. The definition of "sibling" covers biological siblings, adopted siblings, half-siblings & step siblings that live either inside or outside of New York State.

### It's OK to ask for HELP

Crisis is different for everyone. Have you or someone you know been feeling:

- Nervous, hopeless, restless and /or fidgety?
- So sad that nothing can cheer you up?
- Like everything takes effort?
- Worthless?
- Worried about hurting yourself or others?
- Out of control with use of alcohol or drugs?

Counselors at 211 can connect you to the help you need right away. Call 211 or text 898-211

Call 211 or scan  
QR code with  
smartphone for  
full service list



From: Monroe County Office of Mental Health

### Rightway Healthcare app

If you have Sabin Health insurance, don't forget to sign up with "Rightway Healthcare". Rightway has a lot of benefits. It's like having your own personal Healthcare Concierge; it's a single point of access for your healthcare. Download the app on your smartphone, register and you have a tool at your fingertips and use it for the following:

- Make doctors' appointments; find doctors and specialists; find urgent care facilities in your area.
- Manage chronic conditions and deal with complex cases.
- Call / Chat with your health guide to ask medical or pharmacy questions.
- Understand your benefits.
- Review or dispute a medical bill.
- Get help with your prescriptions & find the best prices on medications and prescriptions.

### Sabin's Supervisor / Leadership Training Program

The latest employees who successfully completed the 5 days' workshop are **Brent Vesa, Gilbert Tilton, Ray Roth, Renae Racanelli-Rolland and Les Lamphier**. Congratulations!! *Never stop learning because life never stops teaching!!*

### Where does Sabin post business closing due to weather?

In case there is a need to close the Scottsville plant due to weather/winter storm, Jim Barrett or Aaron Gibson will have business closing posted at

NEWS8 WROC.

