

# Human Resource Updates

## Upcoming Dates to Remember.....

**July 4<sup>th</sup> Tuesday**  
**Independence Day**  
**Holiday**

**June 29<sup>th</sup> to July 16<sup>th</sup>**  
**2023 Summer Maintenance**  
**Shutdown**, check with your supervisor  
for schedule.

**Sept 4<sup>th</sup>, Monday**  
**Labor Day**

## *WELCOME NEW HIRES.....*

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

Matthew Gemerek - HGP/Catalyst Area

Bryan Ahl – HPO

Bob Hooker – Electrician (he's back!)

Tyler Brich – Maint. Plumber

Magi Mae Powell – HPO Custodian



### **First half of 2023 has not been golden**

The good news is we survived the winter months this year, Yay!!! The bad news, it's only the first half of the year and we already have 11 incident/accident reports and 3 out of the 11 are recordable. The more Workers Comp recordable claims we have, our Experience Modification Rating (EMR) goes up and affects our workers comp premium. The unfortunate part is that all 3 recordable accidents were avoidable (caused by risky behavior and/or not paying attention). Can't blame the winter weather; we had a mild winter this year. We all need to do a better job in keeping safe at work.

With summer fast approaching, employees face new hazards during the hotter months. Luckily there are ways to ensure workers stay healthy & safe. There are simple steps employees can take to keep safe in the summer months:

- If working outdoors, don't forget to monitor the temperature.
- Stay protected: ensure the proper use of PPE.
- Stay cool (Don't stay in a hot car).
- If working outdoors, take breaks from the heat, particularly during the hottest part of the day.
- Stay hydrated; drink plenty of fluids, even if you don't feel thirsty.
- Watch for signs of heat stress (muscle pain, cramps, spasms, paleness, weakness, dizziness, headache, nausea, vomiting, confusion, fainting or unconsciousness.).

So, let's try to be more cautious, pay more attention, make sure to follow safety rules and have a safe & enjoyable summer.

### **Number of Women in manufacturing Workforce**

In manufacturing, female employment reached its height this year, with total of 3.77 million workers according to National Association of Manufacturing based on numbers from U.S. Bureau of Labor Statistics. Women now account for 29% of the manufacturing workforce. Here at SMC Scottsville, we currently employed 20 women. Our longest serving women; Betsy Gremer (NAG Global Business Development) and Mara Gallo (Accounts Payable Coordinator) each have been here for 39 years. Wow, 39 yrs. of service and continuing to do an amazing job here at Sabin.



### COVID-19 Public Health Emergency Ends: What do you need to know?

- Vaccines will remain available
- COVID-19 at-home test may not be covered by insurance.
- COVID-19 Vaccine Mandate for Federal Workers ends May 11.
- July 10 will mark the end of some COBRA related relief.

Even though the public emergency is ending, that doesn't mean that the virus has gone away. We encourage SMC employees to continue practicing hand hygiene, keeping your distance from people who are sick, practice good respiratory etiquette, etc. Additionally, we must maintain & continually enhance the tools we have to protect against & treat COVID.

### Livingston County Residents: Funding Available for Security Guard License

The Livingston County Workforce Development center can help Livingston County residents obtain their security guard license. They can fund the 8-hr pre licensing training; cover the finger printing and licensing fees. If you are interested, contact John C. Jaeger, Employment Counselor at 585-243-7047. According to John, if you live in other counties, contact your local County Workforce office; most counties will help but Monroe is the most difficult since you have to apply 6 weeks before the training starts. John also mentioned that Livingston will assist people as late as 1 week before training.

### Crown Act: Prohibits Hair Discrimination

As of Feb 2023, there are 20 states that have enacted the CROWN ACT into law and that includes New York. The act prohibits employers from discrimination based on natural hair or hairstyles – typically those associated with African Americans. The act considers “race” to include, but not be limited to the following:

- Ancestry
- Color
- Ethnic group identification
- Ethnic background

### Sabin Metal Employee Referral Program

As you all know, here at Sabin, we are always looking to grow our teams with talented people, just like you. That's why we continue to have the Employee Referral Bonus Program. If you know someone who you think would be a good fit for our company, let us know. If we end up hiring your referred candidate, you will be eligible for \$1,000 referral bonus (\$500 after referred employee passes 4 months' probation & an additional \$500 after referred employee reaches one year anniversary). \$\$\$\$\$\$\$\$\$\$

### Sabin's Supervisor / Leadership Training Program

The latest employees who successfully completed the 5 days' workshop are **Matt Cole, Peter Jaenike, Chris Farr, Phil Zobel, Algis Naujokas, Samantha Hesse, James Lynn, T-Jay Monteleone, Keven R-Rolland Lawrence Ashley.** Congratulations!! *Never stop learning because life never stops teaching!!*

### 2023 Sexual Harassment Prevention: Revised Training & Policy

To comply with N.Y State new revised Sexual Harassment Prevention law, we have updated our training materials and policy. For the hourly employees, training this year will kick-off starting June 6, 2023. Training will be at the maintenance conference room every Tuesday and Thursday in June, one in the morning at 8:00 AM and in the afternoon at 1:00 PM. The new training video provided by the state is now 54 minutes long (from 20 minutes). See you at the training.