

# Human Resource Updates

## Upcoming Dates to Remember.....



**October 12, 2021 Tuesday**  
**On-Site Flu Shot and**  
**On-Site COVID Vaccine**  
(J&J)

**Nov. 2021 (TBD)**  
**Annual Turkey**  
**Distribution**

**Nov. 25<sup>th</sup> & 26<sup>th</sup>**  
**Thanksgiving**  
**Holiday No Work**

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

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

- Isaiah Malcolm – Dept # 26 Electrician
- Calvin Holstein - Dept # 9 HPO
- Roy Pries - Dept # 28 Maintenance
- Caleb Pruden – Dept # 41 Security



### **2020 Discretionary Profit-Sharing Contribution...**

The 2020 Discretionary Profit Sharing is 6%. On September 15<sup>th</sup>, a 4% Discretionary Profit-Sharing contribution was funded to all eligible employees of the Sabin Metal 401K plan. For the remaining 2%, employees will have cash option or directly deposited to 401K. Forms to follow. Any questions call HR.  
**THANK YOU SABIN METAL!!!**

### **2022 PFL Weekly Benefit**

The maximum PFL benefit percentage in 2022 has remained unchanged at 67% of the employee's average weekly wage, not to exceed 67% of the statewide average weekly which is \$1,068.36 per week.

The maximum allowable duration of a PFL claim has remained unchanged at 12 weeks. The PFL premium rate for 2022 will remain unchanged at .511%. Maximum employee contribution for 2022 is **\$423.71 per year**. Keep in mind that PFL, like DBL is a required statutory coverage. All premiums are paid through employee contributions.

### **Would you like to win a \$500 Gift Card?**

Sabin is giving away a \$500 gift card. Just present your proof of having the COVID vaccine, and you are entered for a chance to win big. Just imagine the things you can buy if you win a \$500 gift card.

If you don't have your shot yet, you have time to get it. Wegmans Pharmacy representatives will be onsite to conduct COVID vaccine on Tuesday October 12, 2021 at 7:30 AM to 9:30 AM and at 3:00 PM to 4:00 PM. Sign-up sheets will be posted. The raffle runs until **November 19, 2021**.



## New Sabin Logo & Website



Last August 26, 2021 Sabin Metal announced the adoption of a new brand identity, including a new logo, brand elements, typography as well as the creation of a new website. According to Brad Cook, as the precious metals industries face new challenges and opportunities, Sabin Metal is leading the way. This is a major milestone for Sabin on its mission to continuously innovate. It is also important that you know our company's vision, mission and values. Check out the new Sabin website at [www.sabinmetal.com](http://www.sabinmetal.com):

### Our Mission

Extract the maximum possible value from industrial byproducts and waste through efficient and sustainable practices—returning precious metals back to society to help meet the demand for these important resources.

### Our Vision

To be the world leader in innovative and responsible precious metals recovery and refining, measured by customer satisfaction and market share.

### Our Values

- Customer commitment
- Employee development
- Operational integrity
- Environmental responsibility

## Vaccination Issue in the Work place

*What you need to know.....*

The following information was from Harris Beach LLC during the seminar on 9/23/21. These are for informational purposes only so employees are aware of what is going on with the vaccine mandate. HR will continue to monitor the progress and will communicate the final outcome to employees.

### **Government Vaccination Mandates**

- OSHA Rule for private-sector employers with 100+ employees; **Upcoming—not yet released.**
- Executive Order for federal contractors; Covers contractors and subcontractors for the federal government.
- N.Y. Department of Health rule for healthcare employers; Covering hospitals, nursing homes, long-term care facilities, certain diagnostic and treatment centers
- N.Y. Department of Health rule for public school employees; ▪Covers all public schools, ▪Regular testing or vaccination.

### **OSHA Rule for Employers With 100+ Employees –Basics**

- OSHA "Emergency Temporary Standard" or "ETS"
- **Will obligate employers with 100 or more employees to require vaccination or weekly testing.**
- **\$14,000 for violations**
- OSHA has authority to implement an ETS if:
  - Employees will be exposed to a "grave danger," and
  - A rule is "necessary" to protect the employees from the grave danger.
- Emergency Temporary Standard has a 6-month shelf life unless a "Permanent Standard" replaces it.

***Sabin is not mandating vaccination at the moment, pending further decisions by the government & OSHA.***

### **2022 Upstate Minimum Wage Announced.....**

On 9/28/21 the Commissioner of Labor announced that the minimum wage for miscellaneous industries in upstate New York will increase to **\$13.20/hr.** effective **12/31/21.** Sabin Metal's starting wage is **\$17.00/hr. for general laborers & \$16.00 / hr. for security** which both are over **20%** more than the NY Upstate Minimum Wage.

### **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.