

Human Resource Updates

Upcoming Dates to Remember.....

October 8th Thursday Annual On-Site Flu Clinic. Sign Up sheets are posted/or contact HR.

Nov. ???
Annual Turkey Distribution

Nov. 26th & 27th
Thanksgiving Holiday
No work

Dec. 2020 ??
Annual Insurance Enrollment
(Health, Dental, Vision, Aflac)

Dec. 25th Friday
Christmas day
No work

WELCOME NEW HIRES.....

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

- Selena Beardslee-West – Dept # 3 Furnace/Custodian
- Zachery Stephany – Dept #11 HGP (*Welcome back Zachery*)
- Scott Davis – Dept # 3 Furnace

Message from HR Department:

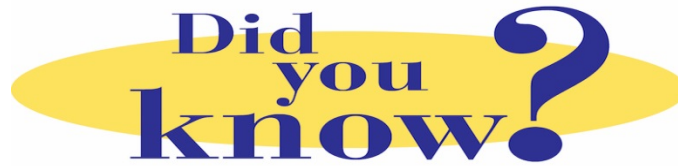
The world is different today than it was a few months ago. COVID-19 has swept across our world & uncertainty is at an all-time high as we experience complete disruption in our home and workplace. We are taking all measures to protect our workforce and I can't begin to tell everyone how much I appreciate everyone's contributions and efforts. **THANK YOU** to all Sabin employees who show up every day, despite the risks & fears of this pandemic. **THANK YOU** to all employees who continue to keep our workplace clean, disinfected and sanitized. **THANK YOU ALL** for your patience, cooperation, & understanding why we have to wear masks, practice social distance and have COVID-19 testing every two weeks.

Please stay safe and healthy physically, mentally & emotionally.
from HR Department.

We are currently hiring for the following positions:

- Material Handler / Shipping Receiving
- General Laborer for HPO & Furnace
- Security Guards
- * Shipping /Receiving Supervisor
- * Industrial Electrician

Contact HR Department @ 585-538-2194 ext. 296



Payroll Tax Holiday

President Trump issued Executive Order on Payroll Tax Deferral on 8/8/20. The order used existing statutory authority to **DEFER**, but not Cancel, the withholding of employee's SS payroll tax for the period of 9/1/20 to 12/31/20. This employee payroll tax liability is only deferred. The deferred amount must be withheld from employees & remitted to IRS during 01/01/21 to 04/30/21, which employees may see their withholding increased to double. Moreover, interest & penalties will begin to accrue on 05/1/2021 with respect to any unpaid deferred tax. This deferral is **OPTIONAL**, at the election of the employer. **SABIN will not be participating as per Corporate!!**

CAN COMPANIES REQUIRE MASKS?

The Equal Employment Opportunity Commission states that employers can require employees to wear masks or other protective clothing- such as gloves and gowns – during a pandemic. Masks are also recommended by the U.S. CDC, and it is also a NY State mandate. **PLEASE MAKE SURE TO WEAR MASKS** when in common areas such as break rooms, hallways, bathrooms & where you can't socially distance.

Faking COVID-19 Illness can have Serious Consequences.

Employees who fake coronavirus-related illness to get out of work-though doing so may be rare, could lose their jobs and face criminal penalties. Additionally, businesses may have to take costly steps to clean the worksite & trace employee contacts after an employee reports that he or she has tested positive for the virus. Employers will take each claim seriously & also have procedures in place to identify false claims.

COVID-19 Drive-Thru 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

2021 Paid Family Leave (PFL) Update

Below you will find the 2021 benefits and rates compared to current 2020 rates. The PFL benefit is now fully implemented. All changes are effective Jan. 1, 2021.

	2020	2021
Weekly Benefit (% of AWW)	60%	67%
Benefit Amount	10 weeks	12 weeks
NYS Average Weekly Wage	\$1,404.17	\$1,450.17
Maximum Weekly Benefit	\$840.70	\$971.61
Employee Contribution Rate	0.270% of wages per pay period	0.511% of wages per pay period
Maximum Annual Contribution	\$196.72	\$385.34

NY State Passes Guaranteed Sick Leave for Working New Yorkers Beyond COVID-19.....

On 04/3/2020 Governor Cuomo passed Assembly Bill A9506B, which will grant most New Yorkers paid sick leave annually. The paid sick leave mandate will take effect in **January 2021**. The amount of leave an employee may be eligible for depends on employer size. An employer with 100 or more employees in a calendar year will be required to provide **up to 56 hours** of paid sick leave in a calendar year. Employers may set either an "accrual" system for leave or "front-load" their employees paid sick banks. **Employers with existing paid sick leave or time off policies (like personal days) will not be required to provide any additional sick leave if their policies are at least as generous as the law with regards to amount of leave, accrual, carryover or use requirements.** Employees departing from employment are not eligible for payout of accrued but unused paid sick leave. More information about the new sick leave law on DOL's website in the upcoming months.