



January 2018 Newsletter

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Message From The President

As we continue to grow as a company we want to keep everyone updated on what is going on. Sully and I will be putting out a monthly newsletter with your schedules. We will also make this available on our website.

What can you expect to read about each month? Well I am glad you asked. We will be talking about any Human Resource items that may come up that concern each of you.

We will be giving a shout out to all employee anniversaries and birthdays.

Any new employees we have hired. Any new procedures we are implementing.

We value each of you and are working on ways to show you how appreciative we are. We are going to be sending out birthday cards to each of you on your birthday.

We will be also giving out special recognition for your 1 year, 2 year, 5 year and up anniversary.

If you have any ideas let us know we would love to discuss them.



News From Human Resources

As of January 1, 2018, most employees who work in New York State for private employers are eligible to take Paid Family Leave. New York's Paid Family Leave provides job-protected, paid time off so you can:

bond with a newly born, adopted or fostered child;

care for a close relative with a serious health condition;

or assist loved ones when a family member is deployed abroad on active military service.

Paid Family Leave benefits phase in over four years. During 2018, you can take up to eight weeks of Paid Family Leave and receive 50% of your average weekly wage. Your AWW is the average of your last eight weeks of pay prior to starting Paid Family Leave. The SAWW is updated annually.

Full-time employees: If you work a regular work schedule of 20 or more hours per week, you are eligible after 26

consecutive weeks of employment.

Part-time employees: If you work a regular work schedule of less than 20 hours per week, you are eligible after working 175 days, which do not need to be consecutive.

Family Leave only begins after birth and is not available for prenatal conditions.



January

- + Samantha 1/5
- + Lionel 1/20
- + Pamela 1/21
- + Kevin 1/25

February

- + Amina 2/12
- + Amelia 2/13
- + Sully R. 2/16
- + David 2/17
- + Ernersto 2/20
- + Larry 2/24



★ **Happy Anniversary** ★

January

Happy 6 year Anniversary Christina V.!

February

Happy two year anniversary Giancarlo Molares !

Happy two year anniversary Aminia Newson !