



July 2018 Newsletter

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Message From The President

As some of you may have read in the Democrat and Chronicle, Harry is going to be having a kidney transplant on July 24th. He will be out of work for a few weeks. He will be back by the end of August. Nothing will change in the day to day operations for Midnight Janitorial. I will be taking on Harry's responsibilities.

A lot of people are asking how you can help us. What we really need is for every to come to work and do the best job they can. To minimize complaints from clients.

I am hoping to take the week of July 24th off to be in the hospital with Harry, if we could minimize the time off requests and sick days that week, this would be extremely helpful.

Harry is not allowed visitors in the hospital, as his immune system is very week. I am happy to keep everyone updated on how he is doing.

We are a family each and everyone of us, I know together we will get through this together.

Thank you.



News From Human Resources

It's always been prudent for companies to have a sexual harassment prevention policy, but businesses in New York State now have no choice. Provisions in the newly passed state budget require firms to institute a policy and provide annual training.

And those are just some of the measures employers must comply with going forward, as part of legislation aimed at combating workplace sexual harassment.

The legislation amends the New York State Human Rights Law to ensure that regardless of their specific title or role, all individuals are protected against sexual harassment in the workplace, state officials said.

Effective Oct. 9, employers are required to distribute written anti-harassment policies in the workplace and provide annual anti-harassment training for all employees based on models to be developed and published by the New York State

Department of Labor and Division of Human Rights, Bloom says.

We will begin to schedule Sexual Harassment classes for starting in September. It will be mandatory for everyone to attend one of the sessions. Will we hold them in the morning, afternoon and Saturday. In the event none of the dates work for you, let us know and we will schedule a session for you. Everyone needs to have attended by the end of October to be compliant with NYS.



Gian Carlos 7/5
Reggie Duke 7/17



Happy 11 year anniversary Katy Farrington!
Happy 5 year anniversary Larry Nobles!