



# INSURANCE INSIDER BUSINESS NEWS

With  
*Gordon Quinton*

A Monthly Newsletter For Business Clients of Quinton Insurance

March 2019

## MEET YOUR TEAM



**Lynn Sirianni**

**Insurance Advisor**

**Favorite food:** Steak, Veal

**Favorite movies:** Wizard of Oz, It's Complicated

**Dream vacation:** Italy and Australia

**Favorite pastime:** Reading, cross word puzzles

**How I got into insurance:** I wanted to learn something new

**Thank You**  
for choosing  
**Quinton Insurance**



### OVERVIEW

**Effective Oct. 9, 2018**, all employers in New York state must adopt a written policy and conduct annual employee training on sexual harassment in the workplace. These requirements were enacted as part of the state's 2019 budget on April 12, 2018. The law also prohibits employers from requiring arbitration to resolve sexual harassment claims under a written contract and from making confidentiality a condition of settlement for sexual harassment claims, **effective July 11, 2018**. Finally, the law allows nonemployees, such as contractors or vendors, to hold an employer liable for sexual harassment in the employer's workplace, **effective April 12, 2018**.

### ACTION STEPS

New York employers should review final models, issued by the state's Department of Labor on Oct. 1, 2018, for the written policy and training program and either adopt these as their own or adopt others that meet the models' standards. Every employer must distribute copies of its written policy to its employees by Oct. 9, 2018, and provide the required training to all employees by Oct. 9, 2019.

**At minimum, the law requires an employer's written policy to include:**

- A statement that sexual harassment is prohibited and examples of prohibited conduct;

- Information about federal and state statutory provisions relating to sexual harassment and remedies available to victims;
- A standard complaint form;
- A procedure for timely and confidential investigation of complaints;
- Information about employees' rights and all available forums for adjudicating complaints;
- A clear statement that sexual harassment is employee misconduct and that sanctions will be enforced against both those who engage in sexual harassment and any personnel who knowingly allow it to continue; and
- A clear statement that retaliation against individuals who complain or who testify or assist in any proceeding under the law is unlawful.

**These requirements under the city's new Stop Sexual Harassment in New York City Act will go into effect on April 1, 2019.** Quinton Insurance can help Employers become familiar with all applicable state and local laws to ensure that their sexual harassment prevention policies, training programs and other workplace policies comply with all requirements by the appropriate deadlines. **Contact us TODAY for your FREE 4 page Bulletin.**



Phone: 800-454-1970 Fax: 877-397-2856 Email: [service@quintoninsurance.com](mailto:service@quintoninsurance.com)



## IM SICK AND TIRED OF TECHNOLOGY & SHINY NEW OBJECTS

We recently were held hostage at Quinton Insurance with our phones system from a company called Bridge. You see Bridge bought out our old phone company, I am sure the guy that sold out to Bridge got a boat load of money and is sitting on a beach somewhere drinking Corona's not caring what happened to all his old customers that trusted him to take care of them and their businesses like myself.

My team was left out to sea without a life raft and were forced to switch over to this new product at a higher price tag and here is what I got for my money. Incoming calls being dropped, terrible customer support when you call back. Putting clients like you on hold and going to pick up the call and no one is there only to find out that we placed the client on a call into a black hole where they would get hung up and have to call us back again and sometimes again. I want to apologize personally to you if you were one of the first callers and had to deal with this horrific customer experience that we had to endure the past few weeks. Thankfully we have made some upgrades and some tweaks and with fingers crossed I can now tell you that I think the worst is behind us.

The worst part of this whole experience is that we didn't want to upgrade to this new company Bridge and we were 110% satisfied with the old phone company and the entire team was as well.

Why am I telling you all this its because I am not a big believer of bigger is not better and that we always have to have the shiny new object. My kids laugh at me but I was pretty happy with my iPhone 5 and I cant even begin to tell you what # or letter of iPhone we are at now. I am a creature of habit and I live by the creed "if it aint broke don't fix it" I constantly tell my wife and kids that I so badly want to go back to a "flip phone" and get rid of my Apple iPhone, and as I am writing this to you today, you just gave the strength and the courage to go ahead and finally do it. When I speak with you next month you will find a picture of me proudly sharing with you a picture of me with my new/old flip phone and I cannot wait to tell you how liberating this will be. I can't wait to see the look on the millennial's face when I tell them that I want to purchase a flip phone and turn in my iPhone.

I want to thank you as always for your continued business and generous referrals and if you ever need anything please call or email me anytime!

Gordon Quinton, President  
Quinton Insurance

## WHAT I'M READING THIS MONTH!



### HOW THE WORLD SEES YOU

BY SALLY HOGSHEAD

Is it possible to be a better version of yourself and be successful without really having to change who you truly are? Sally and her system usher in a juggernaut of insight into the secret to success. *How The World Sees You* isn't just a regular book. It is a book filled with wisdom that befits everyone, the young and the old alike, the successful and those struggling for success alike.

I Also Recommend:

### MAKE YOUR BED

BY WILLIAM MCRAVEN

Always looking for other great books that you recommend so I can read and share with our clients, please email: [gordon@quintoninsurance.com](mailto:gordon@quintoninsurance.com) or call me 585-244-9004