

v Courier Your Hometown News for Over 50 Years

The

Vol. 50, No. 24

RTS- Mr. Krueger's Technology classes By SV School District

NEWSTAND PRICE \$1.00

RTS students in Grades 7 and 8 crafted Pinewood Derby-style wooden cars during Mr. Krueger's Technology classes in December. This unit focused on making relief cuts to enable curved cuts in thicker wood. After cutting, sanding, adding wheels, and painting their creations, students inserted compressed air canisters into the backs of the cars to propel them in mini races on the Friday before Winter Break. A special device punctured the air canisters when students pressed a button, releasing the stored air and sending the cars racing forward!



SUBSCRIBE at www.TiersNews.com Friday, January 10, 2024 **BROOME COUNTY SHERIFF'S OFFICE** PRESS RELEASE **Broome Sheriff Provides Update** in Fatal Shooting Investigation in <u>Conklin</u>



(CONKLIN, NY) The Broome County Sheriff's Office released more details in the investigation into a dispute between familv members in a Conklin home that led to a fatal shooting that killed a man and seriously injured a woman on Friday.

911 Call and Response

On Friday, January 3, 2025, at approximately 10:35 AM, the Broome County Emergency Dispatch received a 911 report of a shooting incident involving a handgun at 58 Leslie Ave. in the Town of Conklin.

Within minutes, a Broome County Sheriff's Office deputy and New York State trooper were first to



arrive, making contact with three of the home's residents outside the house. The deputy and trooper then attempted to enter the house when the suspect, Matthew **Read More on Page 3**



Bill Diffendorf and Marc Latini were sworn in as Kirkwood Town Board

members. Marc will be filling the seat previously held by Bob Weingartner who served for 20 years. (Pictured is Marc Latini with Town Clerk Kelley Diffendorf)

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KIRKWOOD

Permissive Referendum (30 Day) - Lease of 80 River Run Lane (Ends 1/13/25) (01/13/25)

> Town Board Work Session (01/28/25) - 6 PM

KIRKWOOD TOWN COURT HOURS Monday – Friday 8:00 AM – 3:30 PM

Town of Binghamton

Town Board Work Session Meetings First Tuesday of each month at 4 p.m. at Town Hall Town Board Meetings Third Tuesday of each month at 6 p.m. at Town Hall

January 7, 2025 – Work Session 4:00 P.M. January 21, 2025 – Town Board Meeting 6:00 P.M. Planning Board Meeting January 28, 2025 6:30pm TOB Coleman Rd. Community Ctr. IS CLOSED.

Town of Conklin

116 Stillwater Road based upon the investigation, report and recommendations of the Code Enforcement Officer, property owner to appear for a hearing before the Town Board on January 14, 2025, at 6:30 P.M.

DMV AT CONKLIN TOWN HALL WEDNESDAY – 9 A.M. until 1 P.M.

SV SABERS CHEERLEADERS ARE GOING TO THE NATIONALS!

Come out to a special Cheerleading Showcase event on Sun., January 19th at 3 p.m. in the SV Middle School Gym. This event will feature performances from the JV and Varsity teams, raffles, face painting, and more, all designed to rally community support! Read more about it here . . .

This year marks an historic milestone for the Sabers as they have secured their first-ever bid to the UCA National High School Cheerleading Championship, set to take place in Orlando, Florida, in February 2025. This prestigious competition brings together the best cheerleading teams from across the nation, making it a monumental opportunity for the team to showcase their talent on a national stage.

The Sabers aim to raise \$20,000 to support their growing program, which includes covering expenses for their trip to the Nationals. These funds will not only ensure the team's participation but also contribute to the continued development of the program, providing resources for training, equipment, and opportunities for future success. The Sabers are reaching out to their community and beyond, seeking sponsorships, donations, and support to make these goals a reality.

The Sabers' journey to Nationals represents more than just a competition - it's a testament to their perseverance, teamwork, and pride in representing their school and community. By supporting the Susquehanna Valley Varsity Cheerleading Team, sponsors and donors will not only contribute to their immediate success but also invest in a legacy of inspiration and achievement.

Together, let's help the Sabers bring their incredible energy, talent, and spirit to the national stage!

For more information, please email svcheerleading25@gmail.com

The Country Courier

An Independent Weekly Newspaper The Country Courier (USPS 348-170) Published weekly by Newspaper Publishers LLC PERIODICAL Postage Paid at Conklin, NY 13748 POSTMASTER: Send address changes to: The Country Courier PO Box 208 Conklin, NY 13748-0208 Publisher: Gretchen VanWalterop 607-444-NEWS Published Weekly on Friday News@TiersNews.com Ads@TiersNews.com Legals@TiersNews.com Obits@TiersNews.com YOUR PHOTOS ARE WELCOME Email to: editor2@TiersNews.com

NEWS/ADVERTISING DEADLINE The Country Courier goes to press on Wednesdays. Deadline for news and advertising is the Friday before the desired week of publication.

SUBSCRIPTION RATES:

Subscription rates to *The Country Courier* are \$35 a year in Broome County, \$105 outside Broome County and papers are mailed every Thursday from Conklin.

LETTERS TO THE EDITOR:

The Country Courier welcomes letters to the editor. All letters must be signed and include the phone number of the writer, to be used for verification of authenticity, not for publication. The editor reserves the right to refuse to publish letters which contain potentially libelous or erroneous statements. Also, letters endorsing political candidates are considered advertisements and should be prepaid as is all political advertising. No letters to the editor regarding political candidates will be accepted.

Kirkwood Senior Group

Blanche Birtch, President Jeannie Ditch, Vice-President Linda Yonchuk, Secretary Linda Buffle, Treasurer Jeannie Ditch & June Fedish, Trip Coordinator Mary Bach, Sunshine Committee

Meetings: Noon, First Wednesday of month, at the Kirkwood Fire Station, Main Street, Kirkwood, unless otherwise noted.

Overview: The Group is a way for Senior Citizens to have social interactions within the community, as well as be involved in the community and its' events. The group has scheduled programs for many meetings, bus trips, and other activities. Any Senior Citizen is welcomed to become a member (including Senior Citizens from surrounding towns.) Dues are \$15.00 per year and paid to participate in trips and special events.

Activities:

Meetings: Monthly-Everyone is asked to bring a covered dish or dessert: coffee, tea, and water is provided. The meeting takes place after lunch.

October, November, and December meetings are catered with a fee charged (\$10.00 - \$15.00, depending on the meal.) Upcoming Events:

TextMyGov Announcement

The Town of Kirkwood is pleased to introduce TextMyGov, a convenient and smart text messaging service! This service will enable residents to effortlessly receive important notifications and easily find specific information by texting the city.

The Town of Kirkwood will officially launch the new text messaging system to the public on January 6, 2025. Residents may receive a text message from 91896 from the Town of Kirkwood initiating the service. You can choose to opt-out at any time by texting STOP.

If you don't receive the initial message, you can choose to opt-in by texting the keyword "KIRKWOOD" to the number 91896. After sending the initial keyword, you will be asked to reply "YES" to confirm opt-in. Residents may receive notifications for events, water main breaks, road closures, etc.

The Town of Kirkwood's use of this technology is another example of how our community enhances resident services by implementing 21st-century solutions. We're excited about this new way of communicating with residents and look forward to sharing important Town notifications. Other governmental entities across Broome County are utilizing this system with great success.

Sincerely, LEW GRUBHAM Supervisor



EDITORIAL NOTES Dear Editor: We have been receiving letters and reviews of the changes to the Country Courier, we will post them here without names listed. The absence of names has a long history in American Reporting, up until the courts of the 1070b.

WE APPRECIATE ALL STORY TIPS AS WELL EMAIL TO: News@TiersNews.com

> FOURTH ESTATE A PILLAR OF FREEDOM

BROOME COUNTY SHERIFF'S OFFICE PRESS RELEASE Broome Sheriff Provides Update in Fatal Shooting Investigation in Conklin (Continued from page 1)

S. Bartosik, age 21 of Conklin, NY, fired at police with a pistol from inside the residence. Additional members of the Broome County Sheriff's Office and New York State Police arrived and immediately mobilized a team to enter the house and take custody of the assailant. Before entry was made, Bartosik responded to verbal commands, exited the house and surrendered to police.

Law enforcement then secured the area and EMS entered the residence to assist two victims suffering gunshot wounds. One of the victims, Michael K. Lewis, age 61 of Conklin, was pronounced deceased at the scene. The other victim, a male family member, was transported to UHS Wilson Medical Center with serious injuries. During the incident, members of the Broome County Sheriff's Office were in contact with the local school district and were in the process of issuing a shelter in place order for the surrounding neighborhood when the incident resolved.

Sheriff Fred Akshar said, "Our prayers and condolences go out to the Lewis family and loved ones in the aftermath of this tragedy. I also commend the quick response of our Broome County

Sheriff's Office deputies and our partners with the New York State Police during this rapidly- evolving incident. Thanks to their coordinated efforts and professionalism, this volatile and nightmarish situation was brought to an end in short order."

In addition to New York State Police, Broome County Sheriff's Office deputies were assisted by the Broome Volunteer Emergency Squad.

Investigation and Background

Investigators determined that the incident stemmed from an ongoing domestic situation between Bartosik, his uncle, Michael K. Lewis and five other family members living in the three- bedroom home on Leslie Ave. In November of 2024, Bartosik, his mother and brother had moved in temporarily with Lewis and three other family members.

On December 25, 2024, Broome County Sheriff's responded to a domestic dispute involving the multiple family members. Bartosik had allegedly gotten into a physical altercation with members of his family who were attempting to take his television and video game console. No charges were filed and a Lethality Assessment Program screening for domestic disputes wasndeclined. On December 26, 2024, Michael Lewis requested and was granted a no harass order of protection against Bartosik from the Town of Conklin Court, which was served the same day. "No Harass" orders of protection differ from "stay away" or "no contact" orders of protection in that the recipient of the "no harass" order can maintain contact with the protected party but will be subject to additional charges if the crime of harassment or other crimes outlined in the order occurs.

On December 31, 2024, Michael Lewis contacted law enforcement to report a potential order of protection violation, due to Bartosik reportedly engaging in a loud argument with his mother and not wishing to stay in his bedroom. The subsequent investigation determined that no crime or violation of the order had occurred.

Day of the Shooting

On the day of the shooting, Bartosik had been engaging in another argument with his mother, at which point Lewis and another family member attempted to intervene. Bartosik then went to another room of the house and returned with a .22 caliber handgun, immediately shooting Lewis in the face. Another family member, the female victim, attempted to intervene and was also shot in the face by Bartosik. Wounded, both Lewis and the female victim fled to a bedroom as Bartosik pursued, firing multiple rounds at them as they attempted to barricade the door. Lewis sustained additional gunshot wounds to his hand and chest, while the female victim was also shot in the back. Three of the four other family members present during the shooting fled outside and called 911, while the remaining family member stayed in the basement of the house until police arrived and secured the residence.

Despite life-saving efforts of first responders, Lewis succumbed to his injuries at the scene. The female victim remains hospitalized.

Following the investigation, Matthew S. Bartosik, was charged with the following:

- Murder in the 2nd Degree, a Class A-I Felony
- Attempted Murder in the 1st Degree, a Class A-II Felony • Attempted Murder in the 2nd Degree, a Class A-II Felony

• Criminal Use of a Firearm in the 1st Degree, a Class B Felony

• Criminal Possession of a Weapon in the 2nd Degree, a



Class C Felony
Aggravated Criminal Possession of a Weapon, a Class C Felony

• Criminal Contempt in the 1st Degree, a Class E Felony Bartosik was arraigned at Central Arraignment Part and remanded to the Broome County Correctional Facility.

Murder Weapon

Bartosik did not legally possess the murder weapon, and Broome County Sheriff's Office investigators are working with the Bureau of Alcohol. Tobacco, Firearms and Explosives (ATF) to track down how he obtained it. "I want to once again commend the swift and skillful response of our Sheriff's patrols, the state police and emergency services, as well as all the hard work our investigators are putting into this case," said Sheriff Akshar. "Domestic violence is a very real and reoccurring issue in communities across our nation. In our community, there are resources available and people who want to help. I would urge anyone living in a difficult or potentially dangerous situation to contact law enforcement immediately or on of our several community organizations for help." If you or someone you know is the victim of domestic violence, please do not hesitate to contact the Broome County Sheriff's Office at 607-778-1911 or the following domestic violence support organizations:

Crime Victims Assistance Center Crisis Line: (607) 722-4256 or text: (607) 725-8196

Rise Domestic Violence Services Hotline: 607-754-4340 or 877-754-4340

BROOME COUNTY SHERIFF'S OFFICE PRESS RELEASE <u>Conklin Man Charged in Fatal</u> <u>Shooting in Town of Conklin</u>

(CONKLIN, NY) As part of an ongoing investigation into a fatal shooting in the Town of Conklin on Friday, the Broome County Sheriff's Office has charged Matthew S. Bartosik, age 21 of Conklin with the following:

• Murder in the 2nd Degree, a Class A-I Felony

Attempted Murder in the 1st Degree, a Class A-II Felony
Attempted Murder in the 2nd Degree, a Class A-II Felony

• Criminal Use of a Firearm in the 1st Degree, a Class B Felony

• Criminal Possession of a Weapon in the 2nd Degree, a Class C Felony

• Aggravated Criminal Possession of a Weapon, a Class C Felony

• Criminal Contempt in the 1st Degree, a Class E Felony

Bartosik was arraigned at Central Arraignment Part and remanded to the Broome County Correctional Facility. The shooting occurred the morning of Friday, January 3, 2025 on Leslie Ave in the Town of Conklin and resulted in one person killed and another seriously injured. This investigation is still ongoing, and further information will be released as the investigation concludes.

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Kurt M. Eschbach, Funeral Director

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Wrestling Christmas Tournament (Part 1) Photos By Chandelle Loren

RR

The Windsor wrestling program is hosted the 67th Annual Windsor Christmas Wrestling Tournament, the oldest wrestling tournament in the state on Friday, December 27th, and Saturday, December 28th at Windsor Central High School.

This year's tournament featured 41 teams from New York, Pennsylvania, and Virginia, including Amsterdam, BGAH, Blue Ridge, Burnt Hills, Cazenovia, CBA/JD, Chenango Forks, Copenhagen, Corning, Deposit, Fairport, Gouverneur, Greene/Oxford, Homer, Honeoye-Falls Lima, Horseheads, Indian River, Ithaca, Johnson City, Lansing, Lowville, Manhasset, Marathon, Newfane, Norwich, Sackets Harbor, Saratoga Springs, Southwestern, Spencer-Van Etten/ Candor, St Francis, Susquehanna Valley, Tioga, Towanda (PA), Union Endicott, Walton/Delhi, Waverly, Wellsville, and Windsor.

Dozens of state place winners and a handful of New York and Pennsylvania state champions are part of this year's tournament.

"The Christmas Tournament has long held the tradition of attracting the toughest competition. Many athletes go on to place and win at the highest levels of the sport thus making the event 'The Tournament of Champions," said Windsor wrestling coach Jeff Nolan.

Friday's schedule featured a special appearance by former Windsor wrestling coach Jim Howard, who founded this tournament in 1957. It's the first time in over a decade that Howard has visited the tournament

"This school wasn't here (when we started). We were down below," said Howard. "Jeff (Nolan) gave me a tour the first time I came back. It's good to see."





Wrestling Christmas Tournament (Part 1) Photos By Chandelle Loren

S.P.H.S.A.

















Governor Hochul Urges New Yorkers to Take Precautions as Extreme Cold Expected to Impact State This Week

Governor Kathy Hochul today urged New Yorkers to take precautions as extreme cold temperatures and gusty winds this week will bring an increased risk of frostbite and hypothermia. Very cold overnight temperatures can be expected across the state through Thursday with the coldest temperatures expected in the North Country. Overnight "feels like" temperatures of -30 to -20°F are likely in the North Country with the Mohawk Valley, Capital Region, Central New York, Western New York, Finger Lakes and Southern Tier Regions expecting "feels-like" temperatures of -20F to 0°F. New York City and Long Island Will experience "feels-like" temperatures of 1 to 14°.

"As extreme cold temperatures move into our state over the coming days, I encourage New Yorkers to take precautions to keep themselves and their families safe," Governor Hochul said. "These conditions pose an extraordinary risk to anyone who is exposed to the elements or is unable to adequately heat their home, and my administration is mobilizing State resources to help respond as needed."

For most of the state, minimum temperatures normally range between 8 to 20°F for this time of year, while the Adirondacks typically see temperatures slightly lower, ranging between 4 to 10°F and the coastal regions generally experiencing slightly warmer temperatures ranging between 18 to 26°F.

Winter Weather Advisories remain in effect for parts of the North Country through Wednesday. Gusty winds could cause periods of blowing snow, low visibility and some power outages. Scattered snow showers are possible throughout the week in parts of the North Country, Central New York and Western New York Regions. A widespread 1-3 inches of snow is expected with highest accumulations in Central New York and the North Country where snowfall totals of up to ten inches are possible and higher accumulations possible in Western New York. Blustery, cold conditions combined with snowfall will increase the risk of blowing snow on roadways. Another winter storm is expected to pass near New York State this weekend with the potential to bring snow, gusty winds and some rain to portions of the state, mainly on Saturday.

For a complete listing of weather alerts, visit the National Weather Service website at alerts.weather.gov. New Yorkers are also encouraged to sign up for emergency alerts by subscribing to "NY-Alert" at alert.ny.gov, a free service providing critical emergency information to your cell phone or computer.

Home Energy Assistance Program

The Home Energy Assistance Program (HEAP) can provide up to \$996 in heating assistance to eligible households. HEAP benefits are also available to eligible homeowners and renters depending on their income levels, household size and how they heat their homes. A family of four may have a maximum gross monthly income of 6,390 — or an annual gross income of 76,681 — and still qualify for benefits.

Eligible households can receive one Regular HEAP benefit per season and could also be eligible for up to two Emergency HEAP benefits if they are in danger of running out of heating fuel or having their utility service shut off. New Yorkers can apply at ny.gov/heat. Applications for assistance are also accepted at local departments of social services and can be submitted through the mail or in person. Additionally, older adults needing assistance with HEAP applications can contact their local office for the aging or contact the NY Connects helpline at 1-800-342-9871. Residents can apply for Emergency HEAP benefits by contacting their local HEAP contact.

Code Blue

Under state regulation, a Code Blue is automatically in effect whenever the temperature and wind chill equals less than 32 degrees. Local social services districts are legally required to take necessary steps to ensure those experiencing homelessness have access to shelter and that shelter hours are extended.

Warming Centers

Warming centers will be available in communities as needed and individuals are urged to contact their local governments to find one near them.

Avoiding Frostbite and Hypothermia

The New York State Department of Health advises New Yorkers to prevent serious injury and dangerous health complications that can result from colder weather and winter activities. Cold Weather tips from the Department of Health can be found here; additional tips for preventing frostbite and hypothermia can be found here; information on Carbon Monoxide poisoning can be found here; information on the proper use of generators can be found here; safe winter driving tips can be found here.

Working in the Cold

The New York State Department of Labor advises workers and employers to engage in extreme cold weather best practices such as:

Limit outdoor work, provide frequent breaks in warm areas and schedule outdoor work during the warmest times of the day.

Ensure access to clean drinking water.

Stay hydrated with warm beverages and avoid drinking caffeine.

Wear proper PPE, including at least three layers of clothing, gloves or mittens, thick socks, insulated footwear and a hat, hood or hard hat liner.

More Information on best practices for working in cold weather can be found here.

Agency Activities

New York State Division of Homeland Security and **Emergency Services**

The Division's Office of Emergency Management is in contact with their local counterparts statewide and is prepared to facilitate requests for assistance. State stockpiles are staffed and ready to deploy emergency response assets and supplies as needed. The State Watch Center is monitoring the storm track and statewide impacts closely.

New York State Department of Public Service

New York's utilities have approximately 5,500 workers available statewide to engage in damage assessment, response, repair and restoration efforts across New York State. Agency staff will track utilities' work and ensure utilities shift appropriate staffing to regions that experience the greatest impact.

New York State Department of Environmental Conservation

DEC Emergency Management staff, Environmental Conservation Police Officers, Forest Rangers and regional staff remain on alert and continue to monitor the developing situation and weather forecasts. Working with partner agencies, DEC is prepared to coordinate resource deployment of all available assets, including sawyers and first responders, to targeted areas in preparation for potential impacts due to snow and high winds.

DEC reminds those responsible for the removal and disposal of snow to follow best management practices to help prevent flooding and reduce the potential for pollutants like salt, sand, oils, trash and other debris from affecting water quality. Disposal of snow in local creeks and streams can create ice dams, which may cause flooding. Public and private snow removal operators should be aware of these safety issues during and after winter storms. Additional information is available at Division of Water Technical and Operational Guidance Series: Snow Disposal.

Unpredictable winter weather and storms in the Adirondacks, Catskills and other backcountry areas can create unexpectedly hazardous conditions. Visitors should be prepared with proper clothing and equipment for snow, ice and cold to ensure a safe winter experience. Snow depths range greatly throughout the Adirondacks, with the deepest snow at higher elevations in the High Peaks region and other mountains over 3,000 feet. Lower elevation trails have mixed conditions of snow, ice, slush and mud including many trails in the Catskill Mountains where the potential for icy trail conditions exists.

While there is ice present on some waterways, DEC advises outdoor enthusiasts to review ice safety guidelines before heading out.

Hikers are advised to temporarily avoid all high-elevation trails and trails that cross rivers and streams. Hikers in the Adirondacks are encouraged to check the Adirondack Backcountry Information webpages for updates on trail conditions, seasonal road closures and general recreation information.

Backcountry visitors should Hike Smart and follow proper safety guidelines. Plan trips accordingly. In an emergency, call 9-1-1. To request Forest Ranger assistance, call 1-833-NYS-RANGERS.

Office of Parks, Recreation and Historic Preservation

New York State Park Police and park personnel are on alert and closely monitoring weather conditions and impacts. Park visitors should check parks.ny.gov or call their local park office for the latest updates regarding park hours, openings and closings.

Kirkwood- 2024 Year End Review

By Karen A Ferguson, Town of Kirkwood Historian

To: Kirkwood Town Board Members From: Karen A Ferguson, Town of Kirkwood Historian Date: December 30, 2024 Re: Year End Review of Activities/Accomplishments

Per State Guidelines, here is an overview of some of the activities and/or accomplishments that I have completed as the Town Historian for the year 2024.

• Successfully secured and managed the Small Community Grant of \$25,000 for School #2 for repainting of building and addition of wheelchair ramp

• Successfully secured a grant from the Pomeroy Foundation for Kirkwood's First Historical Marker which was awarded for School #2 and in turn held a Marker Dedication Ceremony in October

• Assisted the Sons of the American Revolution by researching information on Revolutionary War soldiers buried at Kirkwood Cemetery for a Patriot Burial Marker (to be dedicated Spring 2025)

• Partnered with NYG&B for the digitization of 4 boxes worth of historic Town documents dating 1824-1921

• Hosted a field trip at the museum for the Windsor Central High School

• Hosted private tours for the Colesville Historical Committee and two different family reunions

• Submitted monthly articles for posting on the Town website, several Facebook pages and posting hard copies at Town Hall

• Maintained the "Historian's Corner" on the bulletin board in Town Hall Meeting Room

• Regularly attended monthly meetings of Town Board and Planning Board and occasionally Zoning Board

• Responded to approximately 20-30 phone calls and emails with regard to information on various properties and family history (double from last year)

• Attempted to pinpoint location of the original grist mill by hiking Fitch's creek during the dry months searching for artifacts

• Attended all monthly KHS meetings and events (as well as advertise and type the agenda/ minutes)

• Updated flyers for KHS membership and typed annual newsletter for KHS

• Created a docent script to make tours easier for volunteers at the KHS

• Submitted several applications on behalf of KHS for Path through History Open House Event, Food Permits, and Broome County Community Improvement Grant

• Attended State Historians Conference on Long Island

• As Region 10 Coordinator for the historians in Broome,

Chemung, Chenango, Schuyler, Tioga and Tompkins County, hosted the first regional meeting in 7 years. Additionally in this role, I assist in maintaining the State website of local historians and work to create relationships with other local historians for collaboration purposes and clarification of duties

• Participated in and/or served on the committee for Town events such as Veterans Day Celebration and Hometown Christmas

• Conducted research to clarify the proper spelling of Hays Avenue and also the history of Frito lay for their 50th Anniversary

• Received a record number of donations of documents, pictures, genealogy, books and other materials for preservation totaling over 30 items (some of which will be housed at KHS)

Plans for 2025 include:

• Guest speaker for the Daughters of the American Revolution in March

• Continue to collaborate with the Town of Conklin for the 250th Celebration in 2026

Host annual Region 10 spring meeting

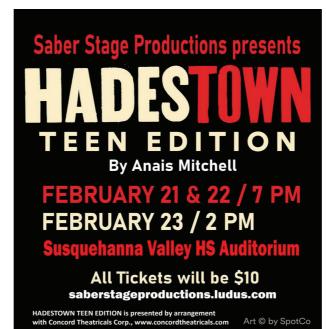
• Attend conference for Association of Public Historians of NY (to be held in September)

• Continue to establish relationships with other local historians to promote Town of Kirkwood history

• Work closely with the KHS to preserve and acquire historical artifacts for the museum

- Continue publishing monthly articles
- Organize files ongoing
- Respond to inquiries ongoing

• Conduct interviews with various citizens in effort to preserve history



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Attention Private Employers: Paid Prenatal Leave Began January 1st, 2025

Beginning January 1, 2025, New York's Paid Prenatal Leave law went into effect. This first-in-the-nation law will require private employers to provide pregnant employees with 20 hours of paid prenatal leave, ensuring that pregnant employees can take time off for medical appointments related to pregnancy without the fear of losing income.

Paid Prenatal Leave is applicable to both full-time and part-time employees.

Pregnancy-related health care includes physical examinations, medical procedures, monitoring, testing, and discussions with a health care provider related to the pregnancy.

This personal leave time may be taken in hourly increments, and compensation provided must be at the employee's regular rate of pay or the applicable minimum wage, whichever is greater.

Employers are not required to pay an employee for unused prenatal personal leave at the time of separation from employment.

With Paid Prenatal Personal Leave, businesses can help expectant workers focus on their health needs without financial worry while providing them with the peace of mind that comes with knowing they work in a place that puts their needs first.

Everyone should be able to access the care they need, especially when they are expecting. Paid Prenatal Leave is another shining example of how New York State and New York State businesses are committed to supporting the health and safety of all workers.

For more information about Paid Prenatal Personal Leave, please visit ny.gov/prenatal.

REMINDER: New York State Minimum Wage Increased On January 1st

Governor Kathy Hochul has announced that on January 1, New York's minimum wage will increase to \$16.50/hour in New York City, Westchester, and Long Island, and \$15.50/ hour for the rest of the state. Raising New York's minimum wage to keep pace with inflation will benefit hundreds of thousands of minimum wage workers across the state.

"In this current era of inflation and rising costs, every cent counts for all New Yorkers, especially workers who earn the minimum wage. By gradually increasing wages for the lowest earners, we are ensuring businesses can adjust to the change while also helping more families make ends meet," said NYSDOL Commissioner Roberta Reardon.

This increase is the continuation of the historic multi-year plan to increase the minimum wage to 2027 and beyond. Looking ahead, the minimum wage will increase by \$0.50 in 2026. In 2027, it will increase annually at a rate determined by the Consumer Price Index.

If you have any questions about how New York State's minimum wage laws impact your business, please reach out to the NYSDOL at 1-888-4-NYSDOL (1-888-469-7365).





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*Distance and expenses can increase cost