

Tier 2 Inside

December 21, 2023
4 Wembley Ct, Albany, NY

Attendance:

Beth Fronczek	COs	Union co chair	518-527-4347
Alyssa Grande	Menands	IBEW 2213	518-281-2117
Sean Cataldo	CO 2 nd level		online
Amy Quinn	FSC	CWA 1118	online
Emanuel Simkhayed	Ergonomist		online
Bob Shannon		CWA 1101	online
Joe Moccaldi	GRE		online
Jeff Bivins	State St	CWA 1118	
Barb Carson			
Carl Kakule		CWA 1118	
John Vandenburg		CWA 1118	

The Committee meets on the 3rd Thursday of every month at 4 Wembley Ct, Albany at 1PM.

The minutes have been rearranged to have Corporate Real Estate and Safety items listed first so that when Jim is here we can go over those items 1st before he leaves for Syracuse.

OLD BUSINESS

REAL ESTATE

State St

Menands

COs

Valley Falls has a lot of floor tiles that are popping up and a ticket was put in for it being a trip hazard. Joe mentioned that they need to have a price estimate to submit it for approval. This job may have to be done in phases. Beth had told them that we are used to that because Wash Ave had all the floor tiles removed and it was over a year before new tiles were installed.

8-17-23 Nothing is happening yet. Hillman needs to give an estimate. Will be with EH&S. Did put in a new step to get into the building.

9-21-23 Per Joe they are still working with Hillman on Valley Falls. He spoke to Jim Davis and wants to figure out the best way to handle the abatement. It may have to be done in stages. May

do the front half and isolate that and just have people use the rear door for entry. They are working with Hillman to get estimates.

10-26-23 Joe mentioned that we aren't close to getting quotes yet. Did speak to 2 vendors on how we should go about doing it because we can't shut down the CO. Possibly do half of the floor at a time. Shane, from Hillman, is still trying to get the vendors out to get pricing. State St is keeping the vendors busy and there was an abatement recently done in Sharon Springs for the roof ridge vent. They will also need to remove asbestos tile in Saratoga and there is no date on that yet.

11-16-23 Saratoga floor tiles have been removed

12-21-23 still waiting on quote. Job may be done in sections

Mechanicville has many openings under the doors. Photos of this were sent to Susan with Cushman Wakefield and provided to Joe M so the gaps can be closed to help prevent mice from entering the building.

12-21-23 Mechanicville and Jonesville door gaps still need to be done. Joe mentioned that there a quite a few door sweeps that are busted.

CORPORATE SAFETY

State St

Water

3-17-22 Theresa brought this up to Michele. This isn't an issue now. Committee decided to hide this for now and bring up again when it is an issue. Refer to March 2022 minutes for previous notes

11-16-23 The domestic water lines are being replaced at State St. The fire pump will also be replaced and the room repaired.

12-21-23 This will be a 3yr project which will start at the beginning of the 2nd quarter. There will be more on-site meetings and will need to go out for bid. This will be done in phases. For example, when a riser is taken down in A building then the restrooms will be shut down as well.

MENANDS

FSC has issues with workload and stress load. The things that the managers are expecting of them is too much. The number of Saturdays to work is a lot. The increased the type and amount of work to do with lack of training. Beth will talk to Amy off line to get more specifics.

5-18-23 Beth did talk to Amy and to Debbie about the stressors in the workplace. Beth had gotten information about a scientifically proven method to measure stress in the workplace. Just waiting to hear back from Micki to see if we would be able to use that for our groups.

7-20-23 still stressful in work group

8-17-23 Bob will reach out to Micki. Beth asked if EAP classes are an option. Need to ask Amy if EAP was requested.

9-23-23 Bob got the OK from Micki to reach out to Dave to set up. Will also include Theresa Devine, Deb Lamountain and Amy.

10-26-23 Will continue to try to reach out to Micki and Dave Legrande.

11-16-23 A meeting is scheduled with members of the safety committee and Dave Legrande

12-21-23 a meeting was held with Healthy Work Campaign and may be trialed first with another workgroup that the union represents to see how it goes.

Only have 2 people working in the office. Only need to go in if you don't have power or internet and it will be out for a period of time

TROY

COs

MISC

Ergonomics -

Question was asked if we can get a new ergo training for train the trainer.

2-16-23 Bring this up in April. How can we adapt to work from home.

3-16-23 No updates as far as ergo training. The training is not coming up since they are working from home.

4-13-23 Beth will have to get in touch with Micki Siegel about the ergonomics and if there are any adjustments to be made with the existing program.

5-18-23 IBEW is doing one on one ergo training for anyone that requests it. They were told that anyone with special chairs or workplace accommodations could not be helped. Alyssa is not sure why since they have always assisted them in the past.

Beth hasn't heard back from Micki regarding CWA.

7-20-23 Alyssa doing ergo training with Blue Jeans conference calls and that is going well.

8-17-23 Blue Jeans is going away. Beth asked Alyssa how she worked it to see their setup. Alyssa does ask them to turn their camera on and show their desk. If they don't want to show her then she tries to tell them how the workstation should be set up. Alyssa puts herself on camera and show her workstation. They do have laptops that are separate from the monitors and keyboards which makes it easier to use the camera to show the workstation.

9-21-23 Alyssa and Anita stated that the BlueJeans conference worked out better than they expected. If the person had gotten a Drs note for a chair or a desk then they would not be able to help them. Their group did have a lot of people who wanted it and had good feedback. Alyssa was able to pull up the ergonomics power point on the eweb and share her screen with those on the conference with her.

Beth brought up that CWA had issues with the company putting their training online in the past because the Union wasn't involved with the development. Bob will ask Micki, when he sees her, if there was any discussions about it with the union.

Alyssa said she took the ergonomics class 10 years ago and would like a refresher. Beth agreed.

10-26-23 Will continue to try to get in touch with Micki

11-16-23 Micki shared that they have not had an internal discussion or with the company about ergonomics. She believes that part of the approach will require the company to revamp the training. She will raise this with the district. She did state that is is not a small undertaking.

12-21-23 Asked Bob to follow up with Tiier 1. Emanuel will also bring it up on his end too.

Tier 2 Duties –

CWA1118.org has the Tier 2 inside safety minutes for everyone to read.

Safety meeting ideas – Beth removed this section till we all are returned to work in the offices. Groups are continuing to have their quarterly safety meetings while working from home.

IBEW Tier 1 suggested doing Work From Home safety issues such as fire safety. Incorporate safety at home – fire plans, vehicle safety etc. Can also touch base on mental health, stress, anxiety and cord management. EAP should still be used for classes since the company pays for them.

12-21-23 IBEW has used EAP on Zoom. They did cover what people should be looking for when they purchase a chair or a desk. Kingston used it twice last year on set up of work stations and getting up and stretch to get out of your chair. Managers set up the EAP classes. Some people are using it due to being isolated at home.

Amy's group absorbed people from the operator group so she isn't sure if they ever got ergo training.

8-17-23 Not sure if they have been trained.

9-21-23 The operators were never allowed ergo training. They haven't had training with the FSC either. Beth suggested reaching out to them and asking if they would like an evaluation done to help set up their workstation.

10-26-23 Amy wasn't in the meeting to follow up

11-16-23 Amy said that the operators wasn't approached yet to see if they needed help with their work space setup. Ok to remove?

Tier 1

The next meeting is in February

New Business

CO's

Joe mentioned that Lake George and Queensbury doors were replaced. There are a few doors on the list to be replaced. Need them lined up and funded for replacement.

Albany

Nothing New

Troy

Nothing New

Menands

Amy did ask the operators and they do not need ergo equipment

Tier 1 News

Nothing New

MISC

Emanuel is happy to assist in any way he can, CWA has lead the training for site champions in the past.

Ob will reach out to Micki re ergo before Tier 1 meeting in February.

Beth thanked the committee for all their efforts in getting things done. There have been compliments on how well our committee is doing compared to other committees and that is because of everyone working together. We have spent years on the water issue in State St and now we are going to see the

domestic water lines replaced which is because of the diligence and hard work of the committee members to bring the problems to light. HAPPY NEW YEAR!

2023 Fire Drill and Shelter in Place Drills			
Office	1st Fire Drill	2nd Fire Drill	Shelter in Place
State St	5-3-23	8-29-23	10-11-23
Menands	Yes unknown date		

2024 Meeting Dates. Location will be the Union Hall:

- January 18
- February 15
- March 21
- April 18
- May 16
- June 20
- July 18
- August 15
- September 19
- October 17
- November 21
- December 19

Name	Union/Mgt	Work Loc	Tel #
Beth Fronczek	Union co chair	central offices	518-527-4347
Desmond Ogunyase	Co co-chair	Guilderland	585-953-9560
Alyssa Grande	IBEW	11 Wards Ln, Menands	518-281-2117
Amy Quinn	CWA 1118	158 State St Albany	518-727-6287
Anita Thomas	CWA	94 4th St Troy	
Art Banewicz	CWA 1118		
Barb Carson	IBEW 2213	Binghamton	607-890-6447
Barb Wangler	IBEW 2213	11 Wards Ln, Menands	518-461-0161
Bill Moorhead	CWA		

Bob Norsek	CWA 1118	Menands	
Bobby Shannon	CWA 1101		914-589-3724
Brian White	Mgt finance ops	11 Wards Ln, Menands	518-396-1177
Carl Kakule	CWA 1118		
Cathy Scalise	Supv Finance Billing	11 Wards Ln, Menands	518-396-1191
Dan O'Neill	CWA 1118	Saratoga	
David Kraft	Supv for NSC Troy 4		215-591-4614
Deb Lamountain	CWA 1118	158 State St Albany	518-301-0734
Delma Phillips		11 Wards Ln, Menands	
Doug Ward	CWA 1118		
Emanuel Simkhayed	Ergonomist		
Erick Gebhardt	Mgr	11 Wards Ln, Menands	
Gary Damon	Fleet Supv	Schenectady	607-770-8657
Gregg Ohlerich	Power Manager	Hudson	518-815-2686
James Corbett	Sr Mgr RE Operations	Portland, ME	207-233-4006
James Davis	Supv Net Ops	11 Wards Ln Menands	518-815-2662
Jeff Bivins	CWA 1118	158 State St Albany	518-573-1109
Jeff Crosier	CWA 1118		
Jeff O'Keefe	CWA 1118	158 State St Albany	518-495-6547
Jim Mihou	Corp Safety mgr	Syracuse	315-433-1948
Joe Moccaldi	Supv CRE	Utica	315-525-7225
John Anglesey	CWA 1118		
John Pivrotto	CWA 1118		
John Vandenburg	CWA 1118		518-469-5533
Kelly Suwak			724-941-4594
Kevin Atkins	Supv net ops	158 State St Albany	518-704-2026
Linda Duda	Supv dispatch	158 State St Albany	518-471-5722
Lisa Canale	Supv Jepdesk	158 State St Albany	518-471-7610
Marcus Watkins	CWA 1118	11 Wards Ln, Menands	347-204-8459

Maureen Hennessey			914-391-6220
Michele Pentak	Supv net ops	158 State St Albany	518-704-2094
Micki Siegel	CWA Dist 1		
Mike Carmel	CWA 1118	158 State St Albany	518-526-8808
Mike Panzarino	CWA 1118	11 Wards Ln, Menands	518-441-0751
Patrick Desorbo	CWA 1118	158 State St	518-817-9081
Quadre Washington	Sr Mgr for T4 group		410-736-4261
Richelle Christensen	Mgr net ops	94 4th St Troy	518-270-4284
Rob Scimone	Supv csr svce	11 Wards Ln, Menands	518-471-2689
Susan Collazo	Cushman Wakfield	Schenectady	716-462-2504
Sean Cataldo	Supv Net Ops	Ballston Spa	518-584-9994
Sean Walsh	CWA 1118		
Steve Varrone	Dir net ops	NY	212-519-4615
Theresa Devine	CWA 1118	158 State St Albany	518-782-9977
Tom Sorel	CWA 1118		