

Tier 2 Inside

July 20, 2023
4 Wembley Ct, Albany, NY

Attendance:

Jeff Bivins	State St	CWA 1118	
Alyssa Grande	Menands	IBEW 2213	
Deb Lamountain		CWA 1118	online
Desmond Ogunyase	CO manager		online
Sean Cataldo			online
Joe Moccaldi	GRE		
Mike Panzarino		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

Elevator – OTIS and the inspector was there yesterday. Should have a new certificate in a week

10-20-22 the inspection certificate was not in the book as of October meeting

11-17-22 Joe M mentioned that OTIS was there last Friday. Everything is complete. Not sure if anything was inspected but will also check with Sue.

12-8-22 Theresa checked with the guard. They are still doing inspections. Waiting on weight loads so not complete yet.

1-19-23 No update on the elevator inspection

2-16-23 Joe reached out to Cushman and was told that the inspections are done. There is no certificate yet. Waiting on the City to provide.

3-16-23 No news yet

4-13-23 No news yet

5-18-23 Sue and Joe met with OTIS. All elevators except 1 on the B side is clear. The one elevator is used as a service elevator and is need of repair. Joe said that there was a miscommunication with Otis and the City of Albany.

7-20-23 all elevators good except a side watch engineers elevator last one in.

Fire Alarm - There was a fire alarm on October 28th after 10:30PM. Beth happened to be the only one in the building at the time and was unable to get an answer on the fire phones, phone number listed above the fire phones or at the guard's desk. The guard is back to the 10PM end time coverage due to the 5th floor no longer paying for the guard service extension to midnight since people were working from

home. This brought to light that a person in the building can no longer rely on the fire command center providing information on where the fire is so the person knows what stairs to avoid in evacuating. Beth spoke to her manager and also to Joe Moccaldi about replacing the announcements to include where the fire alarm indication is so the person in the building can have a better chance of evacuating safely. The fire alarm announcements only give instructions to go to the staging area and await further instructions. The floors above and below and the floor where the alarm came from are told to evacuate. Years ago the system would be able to tell you what building and floor the alarm came in on and no longer does that. Since State St is getting the fire system worked on we are asking for the announcements to tell where the alarm came from. This would be most beneficial when working in the building out of hours or alone.

Beth sent out an email to her people in the Central offices to advise and also spoke to a fire inspector with the Albany Fire Dept who gave instructions to get out of the building and call 911 to let them know you are out and also to call if you are unable to get out. The email also reminded everyone to avoid opening doors that are hot to the touch and if a stairwell has smoke then exit and use another stairwell.

12-8-22 Joe M stated that they will be following the International Building codes that are required. NFPA . Joe sent in email:

ICC - International Construction (building) Codes. The State of NY follows these codes.

907.5.2.2 Emergency voice/alarm communication systems.

Emergency voice/alarm communication systems required by this code shall be designed and installed in accordance with NFPA 72. The operation of any automatic fire detector, sprinkler waterflow device or manual fire alarm box shall automatically sound an alert tone followed by voice instructions giving approved information and directions for a general or staged evacuation in accordance with the building's fire safety and evacuation plans required by Section 404. In high-rise buildings, the system shall operate on at least the alarming floor, the floor above and the floor below. Speakers shall be provided throughout the building by paging zones.

Beth will also discuss with corporate safety. Joe did ask his boss who said that changing the announcements will be designing a custom system. They will start ripping out the old system at end of the month to put in a new fire system. Beth disagrees with the generic announcement to report to staging area and await further instructions. Attached is the instructions above the fire phone. The phone number listed to call from 8PM to 8AM had no answer after 10:30PM. After hours there is no one in the building to provide any instructions and Beth disagrees with an announcement that says to go to your staging area and await further instruction.

1-19-23 no update

2-16-23 Per John V – spoke to Steve Varrone who said he will fix it. Beth sent email to Jim M. Joe M said that nobody contacted him as far as making any changes. Beth will reach back out to John V.

3-16-23 Mike was working with Sean. The new alarms won't be done till 2025. We put in the request to update the announcements. John V spoke with Steve Varrone at the 1123 union hall. Sean and Mike had 3 meetings so far.

4-13-23 Can't do anything about the announcements now. Mike will set up a meeting with Sean and Beth. Need to wait till the new system installed. Not sure if this new system will have the recording capability. Will need to include Joe M on this too. We don't know the capability of the new system.

5-18-23 Beth and Mike had a meeting with Sean C and Joe M on May 8th. The new panels will show approximately what floor and area the alarm is coming from. Joe was looking into if the announcement can be updated or if we can shut off the verbal announcement so when the alarm goes off then everyone evacuates instead of hearing to go to your staging area and await

further instruction. There are weekly meetings with the company installing the fire system and real estate. Joe is still waiting on the company to see if we can change the current recording to instruct people to evacuate.

7-20-23 Not doing anything with the sound system at this time. If alarm goes off, get out safely

Menands

Menands is getting a new fire system. MOP meetings in evening 1st floor, 2nd and 3rd floor trying to not to interrupt groups while working. Floor 1 will mark with cones so nobody gets hurt while working on the project.

4-13-23 Leave on till Alyssa gets more info

5-18-23 Per Joe the work is going well and is moving right along and on pace.

7-20-23 New alarm system is done. Remove next month

COs

Bats - There are bats in the Lake George CO. A few COTs do not want to go into the building. 7 were found dead and 1 is dead in the louver to the engine room. Joe M said that Meer Kat was out and found a gap in the roof and sealed it. They also installed a device that allows them to leave and not come back in. Did find a gap to get in originally. They were not coming in through the vent in the bathroom. Joe said there should not be any more issues with bats.

4-13-23 Still dead bats in the building per COT Kelly. Doesn't feel as if all the holes were sealed up. Another dead bat was found last month.

5-18-23 Another dead bat was found. Beth contacted DEC and provided phone numbers and address to the wildlife rescue, if the bat was alive. If the bat was found dead then they are interested in testing it. The information for the DEC Wildlife Health Unit was provided for Warren County. Joe mentioned that Gregg Ohlerich stated that the louvers were not operating and will need to be replaced. They are hoping that this will stop the bats from coming in. If it doesn't work then they will need to look at the screen. Bats can enter an opening the size of ½ inch and the screen is ½ inch.

7-20-23 no more complaints of bats. Screens were installed. Ok to remove next month

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.

Joe mentioned that the railing at Voorheesville was being replaced

Wash Ave is getting a new fire entry door. An asbestos abatement will need to be done first.

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

Mario shared did take a look at VP Jake Beasley who made a statement that either side can take away the WFH agreement. The issue is we are a center we are being told that if we have to go back that we will be going back to State St. State St has many safety issues and nobody wants to go back to that building. They would rather return to Menands as planned. Mario asked how are they deciding who goes back to State St.

4-13-23 Will keep this on the notes. Not sure how it is decided why one group goes back to State St when it was an issue to get them all out of State St due to all the safety items before COVID. Going back during COVID was to help maintain the social distancing. Now that COVID is no longer an issue, not sure why people would be instructed to return to State St.

Theresa will email the MCO managers to ask why they are changing the report locations back to State St instead of moving forward with the Menands move.

Theresa had mentioned that at one of their huddles it was discussed to do stretching

MENANDS

Amy – Someone had an ergonomic chair and when we were sent home and we never came back to the office. Now they are being told they have to go through the same thing to get a chair. The groups finally sent out safety topics to do on own free will.

There are also lots of mental shenanigans. 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

TROY

COs

MISC

Jim M stated that the company is in the process of having an ergonomist in our region. Not sure if their focus will be on the inside or the outside folks or both.

4-13-23 This new person doesn't have any credentials.

5-18-23 No update on who this person is.

7-20-23 no update

Beth was able to get the Tier 1 minutes from August. There were some things that the COs should have knowledge about. There was talk about developing safety procedures for flooding in the CO and also doing a safety flash. Beth has since asked for these items and working with Jim M to obtain them.

2-16-23 March 8th is the next scheduled meeting for Tier 1. Bob will bring this item up at Tier 1 as an update. We don't have any updated material.

3-16-23 No updates yet. Beth will reach out to Jim M.

4-13-23 Steve Dez said it is in this document. Beth is going by the minutes form Tier 1 stating that there was no document and then the power group was creating one. Beth would like to see the document because we do have watch engineers in our area that we represent as well. Bobby said he can ask the downstate union rep because they have a lot of new hires.

5-18-23 Bobby mentioned that the watch engineers down state in Local 1101 are told in the event of a flood to leave and call their foreman. A vendor is called and they are the ones who removes the clog from floor drains. Our people are not trained in the proper use of rubber footwear in case of floods that makes contact with equipment. There is no news on how Albany area does it.

7-20-23 watch engineer not to do anything when basement floods and in electrical rooms. They call the boss and contractors come in.

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 accomodations 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.

Tier 2 Duties -

FSC has issues with workload and stress load.

Once the contract gets ratified then the committee needs to look at some of the items we discussed. The committee suggested revisiting the items once the contract gets ratified.

Some items to be discussed: should we continue to have monthly meetings or go bimonthly? Ergonomic evaluations at homes?

5-18-23 We are keeping the meetings monthly.

12-8-22 Theresa shared the link on the CWA website for safety. The latest Tier 2 minutes are also included for anyone to read. The website is CWA1118.org

2-16-23 Theresa offered to put in a safety section in Local 1118's newsletter.

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.

Ergonomics – Barb mentioned that IBEW is working on ergonomics thru Blue Jeans since we can't go into people's homes. It was discussed that we are unable to see how the person is set up with their desk on blue jeans. Possibly find out how other companies address the ergonomics for their employees working from home. One suggestion was taking a pic of the person at their desk with a side view and then sharing that on blue jeans to help offer suggestions for adjustments that can be done.

The last email that the safety committee sent out to their groups was prior to the \$300 allowance so we should email our groups to find out if they need any help setting up their chair or desk. The previous ergo training provided the average length of time that a person is out due to a muscular skeletal injury. Do we have any updates on that or updates on the average cost per incident?

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

New Business

Nothing New	<u>Albany</u>
Nothing New	<u>Troy</u>
Nothing New	<u>Menands</u>
Nothing New	<u>CO's</u>
Nothing New	<u>Tier 1 News</u>
Nothing New	<u>MISC</u>

2023 Fire Drill and Shelter in Place Drills			
Office	1st Fire Drill	2nd Fire Drill	Shelter in Place
State St	5-3-23		
Menands			

2023 Meeting Dates. Location will be the Union Hall:

August 17
September 21
October 19
November 16
December 21

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	
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
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

Doug Ward	CWA 1118		
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
Mario Arduini	CWA 1118	158 State St Albany	518-265-0872
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
Scott Gray	Cushman Wakfield	Schenectady	

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		