

Tier 2 Inside

August 22, 2024
4 Wembley Ct, Albany, NY

Attendance:

Barb Carson		IBEW 2213	607-725-6336 online
Theresa Devine		CWA 1118	518-782-9977 online
Joe Moccaldi	Real Estate		315-525-7225 online
Delma Phillips	Menands	CWA 1101	518-253-9540 online
Robert Shannon		CWA 1101	914-589-3724
Jeff Bivins		CWA 1118	518-573-1109
Carl Kakule		CWA 1118	518-424-0954

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

The minutes have been arranged 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
 1-18-24 Per Joe there are new abatement procedures as of the 1st of the year. It used to go to Hillman and they would test it. Now the company has to go through 3 national vendors. When work needs to be done, it will go to one of the 3 national vendors and they may subcontract it to Hillman. There are no updates for Valley Falls
 2-15-24 Nothing new on the abatement
 3-21-24 Still no updates
 4-18-24 *Hillman did the testing in 2016. Joe submitted request with results from Hillman and gave to ESIS or Chubb*
 5-16-24 Bids were performed and we are waiting on the results. Also waiting on the switch to be removed next month
 6-20-24 The switch is being removed this week after Westerlo. They are finishing up the details with the abatement company. Once get that done, after the switch removal, then will be able to go for funding
 7-18-24 The switches at Westerlo and Valley Falls has been removed. A walkthrough at Valley Falls last week was performed. Working on a time frame after the generator project, should be completed in September.
 8-22-24 *Westerlo switch is done. Valley Falls should be September after abatement*

Beth mentioned that she was in Jonesville and noticed that there is still light coming through the bottoms of the entry doors even though there are new door sweeps. Joe can have Doug look to see if the door sweep can be adjusted. Beth sent photos to Joe.

(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.
 1-18-24 Joe mentioned that the domestic water project is moving along and will have a start date in mid-April for State St. They are projecting the completion date by the end of 2025. They will be replacing all fixtures and horizontal and vertical lines.
 2-15-24 this is out for bid 2-15-24 then awarded. Projection start date mid April
 3-21-24 Per Joe the project has been awarded. Still waiting on details
 6-20-24 They are doing some of the prework now
 7-18-24 Abatement project started. Working on 1 floor at a time per building. 63 bathrooms to be done
 8-22-24 *Abatement is getting done for the water line replacement.*

Jeff shared information from Linda Duda that the shelter in place and 1st fire drill for State St must be done by June 1st

5-16-24 Shelter in place will be done on Wednesday, May 22 while there is Fire system training being done by the Watch Engineers

6-20-24 the training is completed and watch engineers have been trained on the new system.
Martin Electric has to train the fire department as well
7-18-24 All training has been completed as of last week.
8-22-24 Alarm training is complete for the fire system. Shelter in place getting done soon.

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.

1-18-24 Still in the process of being tried out.

2-15-24 Nothing new

3-21-24 Will have an update possibly next month

4-18-24 EAP company is Spring Health. They have some stuff online and also provide counseling services with 6 visits. If doing marriage counseling then you can get 12 visits using the 2 people together. All employees are invited to join a webex meeting on the 23rd.

Fire Extinguishers - Anita asked who does all the fire extinguishers for Menands. She heard that the COTs have a routine for them. Beth believes that the routine only covered the basement CO area but will check with the foreman to see if they can cover the rest of the building (except for the remittance processing area) to help get the info to the building Emergency Preparedness Coordinator.

4-18-24 Beth is waiting to find out who the EPC is at Menands to give the fire extinguisher info to. Anita will reach out to a manager to find out who is the emergency preparedness coordinator.

6-20-24 Alyssa mentioned that the EPC was Rob Scimone

7-18-24 Per Delma, Fire Extinguishers are done the 16th of every month by 2 people. Then logged into a program called fusion.

Evacuation Plan - Beth asked Delma to check on the evacuation plan to see if that needs to be updated. Delma brought up Menands has a shelter in place plan on the first floor but there are too few people to practice it. Evacuations plans are found inside the elevators but not outside. Jim Mihou says they should be copied and placed outside as well.

Rob Simone is no longer in the building but Amy Catanzarita will be EPC for 1st floor.

Laptop Batteries – People are using their laptops and the batteries are old and getting too hot and needs replacement.

6-20-24 some of the batteries have expanded on a few laptops causing the laptops to split open. 2 reps had to come in to work in the office till they got new laptops. Howard helped them out. Howard is retiring next week. People are now concerned about the batteries being a fire hazard in their home. Beth reminded people that from what we have learned about the lithium batteries, our home fire extinguishers will not be enough to put out a fire. There have been discussions about shutting the laptops off at night and turning the laptop on while getting ready for work so the updates can take place. The COTs need to plug in our laptops once a month to make sure it gets updated. Some committee members don't think the managers will want the laptops shut off. Jim Mihou asked Alyssa for photos of the laptops that split open. He wants to see if there could be a recall on them. Beth doesn't feel that they are designed to be left on 24x7. Discussions were had about getting the company to provide cooling racks. Delma shared that she uses a cookie cooling rack under hers. Carl K would like to see a safety flash put out about the laptops and get some direction from corporate safety on what to do. If corporate safety says they should allow the laptops to be turned off due to safety reasons then the managers would follow that advice.



7-18-24 Alyssa will be in Tier III tomorrow to see if there is anymore issues being done about the batterieies.

Barb has talked to the company and they have refused to do anything about the batteries. We need to get this to Tier I but Bob says we have to exhaust all avenues first in order for that to happen. Jim Mihou will bring up the issues with his boss.

Alyssa mentioned that the laptop battery issue was brought up to their Tier 1 and Tier 3.

Jim will check to see if there is any recall on the laptops or batteries and will also contact CTS. Jim also encouraged us to have the managers contact him as well regarding problems.

8-22-24 No updates

TROY

COs

Exterior Doors - 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.

1-18-24 Clifton Park door will need to be replaced now too.

2-15-24 Troy 3rd will be done before Clifton Park. Needs funding and approval

3-21-24 Still waiting on funding

4-18-24 *Still waiting to be picked up. Can only wait till funding is picked up.*

5-16-24 Troy 3rd has been completed, still waiting on funding for Clifton Park

6-20-24 another door at Clifton Park has rusted though and needs to be replaced as well

7-18-24 Still no funding for Clifton Park but doors at Troy 3rd are being replaced.

8-22-24 Clifton Park door isn't done. Troy is on order

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 Tier 1. Emanuel will also bring it up on his end too.

1-18-24 Emanuel reached out to the AOM insurance reps. They do have a software program with ergo evaluations. Have had a lot of experience with companies and people working from home to have their work stations set up. It may be used for supplemental training.

Emanuel is happy to assist in any way he can, CWA has lead the training for site champions in the past. Bob will reach out to Micki re ergo before Tier 1 meeting in February.

Emanuel will have more clarity after Tier 1 for expectations for ergonomics. AON has ergonomic team and ergo software. Will also check with Liberty. Bob asked for a copy for review. Emanuel hasn't seen it but will reach out to see if it is available to view.

2-15-24 Bob will reach out to Kim Klarkson for training and subcommittee, He will try calling and may know more for next meeting

3-21-24 Emanuel and Bob reviewed the training. It will still be months out. Will roll out to Tier 1 after the manhole lift training is complete. Will possibly have an update in May or June. The manhole lifts are being done 1st.

Jim M asked IBEW what gets done for new hires. They haven't discussed it yet. Will need to have a meet and greet with the new people they will include what equipment to get and they should receive the reimbursement for desk or chair. The new people will have a 3 days training face to face. They will be able to go home with their equipment. They will then have 6 weeks of virtual training followed by 2 weeks of face-to-face training. Then they will get 2 weeks of 'virtual nesting' then their training will be done.

4-18-24 Barb did a meet and greet with the new hires on the 2nd day of class. The new hires were sent home on the 3rd day to set up their computers. They did talk about ergonomics and furniture reimbursement.

5-16-24- Barb said New hires are still training will follow up when completed

6-20-24 Beth was going to remove the part of the new hires from the minutes. Barb mentioned that they will be getting more new hires in the future. It was decided to keep that info on the minutes for now. Barb mentioned that VZ isn't sure if the new hires get the \$300 for desks or chairs. Barb was in the negotiations and said that they should. Barb is also waiting to do ergonomics with the new hires.

The company was going to complete the manhole lifts training. Now the manhole lifts is on hold. Not looking at the manhole lifter due to it not fitting on the trucks. Beth asked that since we were waiting on the manhole lift to be complete and that is on hold, maybe we can have the inside ergo training addressed at Tier 1.

7-18-24 Training is completed, Barb talked to new hires about ergonomics training. New hires will receive the \$300 on furniture.

8-22-24 Training for new hires is going well. Allowed \$300 for desk/chair or whatever is needed

NYS has a burn ban in effect thru June 15th. Some municipalities may have it thru July 1st or earlier. The Move Over Law will include ANY vehicle that is on the side of the road.

Evacuation info - Beth noticed that State St needs updated evacuation info with updated information. Beth will let Linda Duda know.

Tier 2 Duties –

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

Please let everyone that you have working from home with the laptops be aware of the batteries. They should contact CTS about the batteries warming up.

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.

3-21-24 EAP just changed to Spring Health effective March 1st. All benefits remain the same.

Tier 1

It was mentioned that discussions were had on Little Giant ladders with ropes. The manhole lift on hold with the new company. Action items were closed out. Field techs are getting emergency contact cards to go in with their ID. They are starting to hand them out to Syracuse managers. They are also rolling out Compass hard hat voltage detectors to the field techs.

The next meeting is in Sept 10th

New Business

CO's

Joe mentioned that Averill Park is done. Central Bridge and East Greenbush paving to be done.

Albany

Nothing New

Troy

Nothing New

Menands

Barb Alarms checked Friday in Menands. Delma mentioned no issues with laptops. Ask Jim if any specific brands are affected.

Tier 1 News

MISC

Theresa mentioned that people need to be aware of tick bites and get blood work done ASAP. Also noted an OSHA app for humidity to be on your phone.

2024 Fire Drill and Shelter in Place Drills			
Office	1st Fire Drill	2nd Fire Drill	Shelter in Place
State St	5-22-24		8-28-24
Menands	5-24		

2024 Meeting Dates. Location will be the Union Hall:

September 19

October 17

November 21

December 19

Please review the names on the distribution list below and let Beth know of any changes

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 Catanzarita	Supv payments	11 Wards Ln, Menands	518-815-2704
Amy Quinn	CWA 1118	158 State St Albany	518-727-6287
Anita Thomas	CWA	94 4th St Troy	
Art Banewicz	CWA 1118	Real Estate	
Barb Carson	IBEW 2213	Binghamton	607-890-6447
Barb Wangler	IBEW 2213	11 Wards Ln, Menands	518-461-0161
Bill Moorhead	CWA	Real Estate	
Bob Norsek	CWA 1118	Menands Real Estate	
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	Real Estate	
Emanuel Simkhayed	Ergonomist		
Erick Gebhardt	Mgr	11 Wards Ln, Menands	
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	Real Estate	
Jeff O'Keefe	CWA 1118	158 State St Albany	518-495-6547
Jim Mihou	Corp Safety mgr	Syracuse	315-399-6859
John Anglesey	CWA 1118	Real Estate	

John Pivrotto	CWA 1118	Real Estate	
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
Robert Kelleher	GRE Supervisor	Walpole, MA	401-649-1317
Susan Collazo	Cushman Wakfield	Schenectady	716-462-2504
Sean Cataldo	Supv Net Ops	Ballston Spa	518-584-9994
Sean Walsh	CWA 1118	Real Estate	
Steve Varrone	Dir net ops	NY	212-519-4615
Theresa Devine	CWA 1118	158 State St Albany	518-782-9977
Tom Sorel	CWA 1118	Real Estate	