

Tier 2 Inside

March 16, 2023

4 Wembley Ct, Albany, NY

Attendance:

Beth Fronczek	CO's	CWA 1118	518-527-4347
Joe Moccaldi	GRE		315-525-7225 online
Theresa Devine	State St	CWA 1118	518-782-9977 online
Bob Shannon		CWA 1101	914-589-3724 online
Barb Wangler for Alyssa Menands		IBEW 2213	518-461-0161
Jeff Bivins	State St	CWA 1118	518-573-1109
Mario Arduini	State St	CWA 1118	518-265-0872
Amy Quinn	Menands	CWA 1118	518-727-6287 online
Mike Panzarino		CWA 1118	online
Deb Lamountain		CWA 1118	
Desmond Ogunyase	CO manager		online

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 Todd and Jim are here we can go over those items 1st before they leave 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

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.

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.

COs

Emergency Lighting - Beth noticed with the last engine run at Troy 4 and also Troy 3rd that there was no emergency lighting or stumble lighting. It is pitch black. Todd suggested putting in tickets for emergency lighting not working. Todd said that there should be something there for Troy 4. Todd will get a hold of Jeff. The old DC light system may not be working but there should be other lights. Matt Connor is writing a job to add emergency lighting.

12-17-20 Per Todd, his mechanics have put in orders. Troy 3rd was approved and the same with Troy 4th. As soon as the material comes in the mechanics will address it.

1-21-21 Todd is not on the call. Jim M will follow up with Todd.

2-18-21 Beth noticed that the stumble lighting was added at Troy 4th. Per Todd Troy 3rd has gotten the material but isn't completed yet.

3-18-21 Troy 4th ticket has been closed out as complete. Other offices still being worked on.

4-15-21 No update yet

5-20-21 Per Todd this is on going.

6-17-21 still ongoing more tickets have been added for Troy 4th

7-15-21 Greenwich now has 3 exterior lights working now. One was shorted out and tripping the breaker.

9/16/21 , 10/21/21 No new updates 11-18-21 Still ongoing

12-16-21 Beth will email Todd about the progress

1/20/22 - no update

2/17/22 No update

3-17-22 Beth will email Todd for the status (email sent 4-8-22)

5-19-22 Jeff C is working on Troy 3rd. This is a very large undertaking per Todd J.

Troy 4th is scheduled for an LED upgrade which will care for the emergency lighting.

Project is scheduled to start in the next month or so.

7-21-22 Still ongoing

8-18-22 Troy emergency lighting is done. Troy 3rd is 85% done

9-15-22 Should have an answer next month

10-20-22 No new information. Todd Jantsch was replaced with Joe Moccaldi

11-17-22 Joe didn't have any completion updates. They are replacing all existing lighting with LED upgrades. Joe will follow up with Matt Connor to check on the addition of emergency lighting in the hall at Troy 4th basement.

12-8-22 Not sure if emergency lighting is part of that. Beth will also talk to Jim Davis who was discussing this with Gregg Ohlerich a few years ago.

1-19-23 Troy 4th lights done a couple of days ago.

2-16-23 Joe will check with Jeff for Troy 3rd. It is more about running conduit. Troy 4th has emergency lighting in place with exit signs

3-16-23 No update

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.

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.

Jeffs group was told they would return to State St as well if they do return to the office

3-16-23 With the recent snow storm and some people losing power they are instructed to return to State St on the 8th floor if they have no internet. The AA's are told to go to any CO. (they hook up wirelessly thru the VPN) Beth mentioned that many of the COs do not have any admin space or set up for them to use.

MENANDS

No new business Marcus said that they will be going in to the office to meet the new 2nd level manager.

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.

TROY

COs

MISC

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.

The discussion was had to add extra gauze and a splint to 1st aid kits. Tier 1 also discussed 1st aid and CPR training (COVID put a halt on this) as well as inside ergo training.

2-16-23 Bob will bring this up at Tier 1 looking for an update

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

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?

WFH people should ask for some of the equipment not being used. The office received sit stand stations for the top of desks that are not being used.

Jim suggested possibly a newsletter. Possibly can show a list of the committee members and the areas they represent. Theresa suggested putting something out on suicide. EAP has suicide info. We need to remind members that they and anyone in their household can contact EAP.

11-17-22 Theresa offered to do a draft newsletter to include health and ergo and suicide prevention. Mario asked if we can add a safety tab to the union website. Theresa will mention that at the board meeting

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.

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.

All safety reps should be emailing their groups to make sure they are OK ergonomic wise. Find out if they have any safety concerns and if they need ergonomic training.

12-8-22 Pat's group had responded with questions on how to get their personal items, ergonomics and return of desktops since they were issued laptops.

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.

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.

3-17-22 Jeff mentioned that their group gets 1 or 4 safety messages which is more than when they were in the office.

7-21-22 Menands is trying to do ergo @ home.

Jeff mentioned the active shooter training video that Corp Security shared that was done by the FBI. It is good info to have for when out and about outside of work too. Jeff told Amy to suggest getting offline time to do the training since it came from Corp Security.

10-20-22 Alyssa's, Jeff's and Mario's groups are good. Amy's group is not having safety meetings

11-17-22 Not sure if Amy's group is doing better with safety meetings

12-8-22 IBEW is working on Domestic Violence training. Theresa offered to share info from her training. Anita said they had been to the same training as well. Will check with Laura to see if it was done.

1-19-23 Domestic violence training done in the IBEW group

New Business

Albany

Nothing New

Troy

Nothing New

Menands

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.

Joe mentioned that alarm testing will be starting next week

CO's

Tier 1 News

Next meeting March 8th *Committee did meet*

MISC

Jeff mentioned that the NYS burn ban is now in effect starting today and goes till May 14th.

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.

Due to Beth and a few other members attending a safety conference out of state the next Tier 2 is changed to April 13th.

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

Next meeting April 13, 2023 1PM via call and in person

2023 Meeting Dates. Location will be the Union Hall:

****April 13** new date**

May 18

June 15

July 20

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		