

# Tier 2 Inside

February 15, 2024  
4 Wembley Ct, Albany, NY

## Attendance:

The Committee meets on the 3<sup>rd</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> 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*

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.

1-18-24 Joe gave the door sweeps to Dan to do.

*2-15-24 The door sweeps are done*

## **(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 2<sup>nd</sup> 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*

### **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*

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 – **OK to remove?**

Alyssa will get the dates for Menands fire alarm

## **TROY**

### **COs**

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 3<sup>rd</sup> will be done before Clifton Park. Needs funding and approval*

## **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 keybors 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 sub committee, He will try calling and may know more for next meeting*

## **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.*

Jim Mihou made the suggestion to do a joint inside and outside Tier 2 meeting at least once a year. Carl will reach out to those involved in the outside to coordinate. Will have to determine if inside will sit in on the outside's committee and vice versa or to have one giant meeting at the same time. More to follow.

*Currently we are working to see if a meeting on March 21<sup>st</sup> will work for both sides  
2-15-24 Jim M and Karl are working on it*

Jim is involved with investigating an accident with a vendor on a ladder. Vendors should be using their own equipment and ladders. A similar incident in Tannersville when a contractor fell off a ladder.

Jim also mentioned that they have their storm team meeting on Friday at 10am

Gym reimbursements will be late getting paid. They will be paid on Feb 2<sup>nd</sup>.

## **Tier 1**

The next meeting is in April 17th

## **New Business**

Nothing New

## **CO's**

## **Albany**

Nothing New

**Troy**

Nothing New

**Menands**

Nothing New

**Tier 1 News**

Nothing New Meeting is April 17th in person

**MISC**

<b>2024 Fire Drill and Shelter in Place Drills</b>			
<b>Office</b>	<b>1<sup>st</sup> Fire Drill</b>	<b>2<sup>nd</sup> Fire Drill</b>	<b>Shelter in Place</b>
State St			
Menands			

**2024 Meeting Dates. Location will be the Union Hall:**

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

<b>Name</b>	<b>Union/Mgt</b>	<b>Work Loc</b>	<b>Tel #</b>
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	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	
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	Real Estate	
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	Real Estate	
John Pivirotto	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
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	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	