

The Occupational Programs Weekly Wrap Up

UVA Facilities Management

06.23.2023

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Source: <https://www.instagram.com/p/CtjinoWMILQ/?hl=en>

Let Us Know: You can always email FM-OHS@virginia.edu if you have suggestions or story ideas. Now there's a new way to get in touch — ***Let us know*** by answering a few quick questions.

OCCUPATIONAL PROGRAMS NEWS

Where is OP?

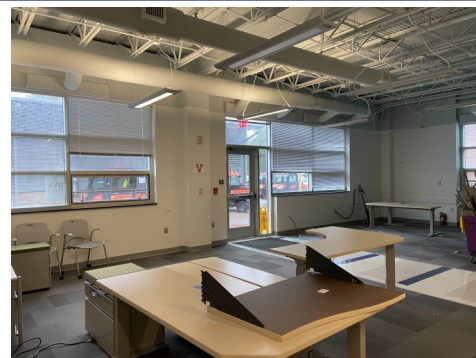
UVA FM Occupational Programs staff is *temporarily* relocating to the areas below until renovation is complete in our new/refurbished home in the lower level of Skipwith Hall.

→ At FM Alderman:

- ◆ **Occupational Health & Safety** is in Lacy Hall, room 218. This includes:
 - ★ Shelomith Gonzalez, OHS Manager
 - ★ Jamie Watkins, OHS Technician
 - ★ Narges Sinaki, Health & Safety Compliance Specialist
 - ★ Sarah Reed, OHS Technician
 - ★ Keith Woodson, Quality Assurance Inspector will remain mobile and active with a drop-in workspace on the 3rd floor of Michie North (918 Emmet St N).
- ◆ **Apprenticeship Program Team** is in the FM OP Training Room (formerly the FM Lunchroom). This includes:
 - ★ Danny Davis, AP Manager
 - ★ Tom Castellanos, Lead Instructor
- ★ Emily Douglas, **Diversity, Equity & Inclusion Specialist** will occupy drop-in spaces.

→ On the 3rd floor of Michie North (918 Emmet St N):

- ★ Laura Duckworth, Director of **Occupational Programs**
- ◆ **Occupational Training Team**:
 - ★ Julie Thomas, OT Manager
 - ★ Bobby Putrino, OHS Trainer
 - ★ Mark Orr, Training & Development Specialist Senior
 - ★ Sarah Ditulli, Training & Development Specialist
- ◆ **OP Administrative Team**:
 - ★ Linda Resco, Administrative Manager
 - ★ Charlotte Endres, OP Coordinator
 - ★ Liz Burnett, OP Communications Generalist



It begins! The future home of UVA FM Occupational Programs in Skipwith Hall sits empty on 6/21/2023.



Our phone numbers and email addresses are not changing, nor will our responsiveness to issues in all areas on UVA Grounds.

*Do not hesitate to reach out to the **Occupational Programs team** for any needs you may have!*

APPRENTICESHIP

Interviews are Complete! What's Next?

More than 70 applications were received for the incoming class of UVA Apprentices! Phone interviews and in-person interviews are now complete. The selection of final candidates is in-progress. Onboarding of new apprentices will occur in the beginning of August.

Candidates moving forward will be contacted by UVA HR. Applicants should be able to see their status through their Workday accounts.

Questions on the program can go to FM-Apprenticeship@virginia.edu.

Questions on an application status should go to AskHR@virginia.edu.



OCCUPATIONAL TRAINING

NEW EMPLOYEE ONBOARDING | UVA Facilities Management Occupational Training

This month, FM Occupational Training (FM-OT) launched an **enhanced onboarding process** for new employees. We have received positive feedback, and are continuing to evaluate and improve the process.

If you have questions or a new employee starting, please email FM-Training@virginia.edu.

** If your new employee will need support/accommodations, contact FM-Training@virginia.edu as soon as you are aware.*

Joining FM this week are the following new employees (listed from left to right):



- ★ **Dacota Dean**, Senior Pipefitter/ Steamfitter, E&U
- ★ **Nerva Chacon**, Custodial Services Worker, New Cabell Hall
- ★ **Sean Oehmke**, Instrumentation & Controls Tech, Automation Services
- ★ **Dione Booker**, Finance Associate

Not pictured:

- ★ **Zhangchi Chen**, Student Employee, GES

OCCUPATIONAL TRAINING

Leadership Connection: The Importance of Flexibility in Leadership

In a recent onboarding session held by the [Occupational Training team](#), we reviewed the FM mission with the class. Something struck me as particularly interesting. Our mission statement reads, “*We serve and plan for our community today while assessing and adapting to the needs of tomorrow.*” What struck me were the keywords, “*assessing and adapting*”. We know these are important, and I believe we practice these two actions well. As a team, we are continually assessing and adapting based on a variety of factors including budget, workforce, availability of resources, time, etc.



Mark Orr, FM
Occupational
Training and
Development
Specialist Senior
pne4yf@virginia.edu
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But how do you as a leader learn these skills? The assessment comes with a continual review of your **current and future state, keeping in mind valuable lessons learned and looking at the landscape and making judgment calls to pause, move forward, or review and reassess.** (Look for more on assessment in a future newsletter!) Finding or learning flexibility comes from a variety of sources. Sometimes these lessons are learned at the end of a difficult challenge, or sometimes through the mentorship and guidance of senior leaders, peers, or friends. Ultimately, we know that flexibility in leadership is important. Learning these skills before we need them is ideal. Writing for the [Harvard Business Review](#), authors [Jordan, Wade, and Yokoi](#) share that broadening your leadership skills requires three stages: Understanding yourself (**Self Awareness**); Understanding your environment (**Situational Awareness**); and **Broadening your skills through mentorship and developing a support structure.** [Editors writing for the Indeed Career Guide](#) share some especially **good techniques for developing flexibility:**

- **Challenge yourself and be curious:** Look for opportunities to learn new things, based on your strengths and challenges. There are always ways to improve when a curious mind looks for opportunities for growth.
- **Understand how you react to change:** Understanding your own normal reactions to change can assist in determining your future reactions. If you don't react well to change, you can plan for and adapt to meet any challenge. If you are comfortable with change, you can assist others who may have apprehension.
- **Create a support system:** Look to create a support system of mentors, peers, guides, or others who can help.
- **Take time to assess your progress:** Similar to the self-assessment phase mentioned earlier, taking time to assess your progress and opportunities is a great way to ensure you are supporting and serving your team and the organization.
- **Ask for feedback:** Looking for feedback is a fantastic way to look for opportunities for improvement.

These are just a few ideas — To learn more, check out the *Further Reading* section on the [next page >>](#)

OCCUPATIONAL TRAINING

Further Reading: The Importance of Flexibility in Leadership

Continued from page 4.

Articles referenced:

- Finding the Right Balance — and Flexibility — in Your Leadership Style | *Harvard Business Review*: <https://at.virginia.edu/B0DuAW>
- 11 Ways To Improve Your Flexibility in Leadership | Indeed.com: <https://at.virginia.edu/EaNm7m>

To learn more about flexibility and agility, check out the Workday sessions below:

- Negotiating Work Flexibility | Workday Learning: <https://at.virginia.edu/vc13im>
- Build Your Team's Agility and Resilience | Workday Learning: <https://at.virginia.edu/YzyHQT>
- Strategic Agility | Workday Learning: <https://at.virginia.edu/N9M8rJ>

Apply for UVA FM Jobs

Current UVA Employees Search for and apply to jobs using your existing [Workday account](#):

See UVA HR's [How to Apply: for Internal Candidates](#): <https://at.virginia.edu/jgLuzS>

External Applicants (not currently employed by UVA) will be prompted to create a profile in Workday when applying: <https://uva.wd1.myworkdayjobs.com/UVAJobs>

Not all listings are available to external applicants.

Questions on job listings should be directed to AskHR@virginia.edu

[See FM jobs >>](#)

Mental Health Awareness: FEAP for Teams

Did you know that UVA FEAP can partner with your team to improve its collective health by developing a plan to address particular needs, or by developing training sessions focused on prevention and mental health awareness with a goal of fostering resilience and emotional well-being?

Contact FEAP Consultant [Mary Sherman](#) to discuss your team's needs and interests: 434-243-2643 or mbs5n@uvahealth.org.



Mary Sherman
LCSW, CEAP
434.243.2643
mbs5n@uvahealth.org

OCCUPATIONAL HEALTH AND SAFETY

Thank You, Safety Champions!

On Thursday, June 22, FM-OHS, FM Leadership, and [FM Safety Committee](#) chairs gathered to recognize and thank the [FM Safety Champions](#) from the last quarter (April-June):

- ◆ April – Spiro Jokic
- ◆ May – Bob Manz
- ◆ June – Wade Sharpe, Ryan McCarthy, & Ron Crawford

Read more: <https://www.fm.virginia.edu/depts/ohs/safetychampions.html>

Thank you, Safety Champions, for your help making UVA FM a safe place to work!

→ Nominate a Safety Champion: <https://at.virginia.edu/y6xt35>

→ If you would like to join a Safety Committee, email FM-OHS@virginia.edu or talk to your [Safety Committee representative](#).



Don Sundgren (left) and safety committee chairperson Chris Morris (right) recognize May 2023 Safety Champion, C&RS plumber lead Bob Manz.



Don Sundgren (left) and one of the June 2023 Safety Champions, plumbing apprentice Ryan McCarthy.



Photos provided by Keith Woodson.

OCCUPATIONAL HEALTH AND SAFETY

Tools for Your Toolbox: Go for a Swim!

Swimming is one of the most popular sports activities in the United States, and a great way to get regular physical activity and improve mental health!

- Just **2.5 hours** per week of aerobic physical activity, such as swimming, can **decrease the risk of chronic illnesses**, and help lead to improved health for people with diabetes and heart disease.
- It's also a great option for those living with **arthritis and fibromyalgia**, allowing for longer, low-impact exercise times without increased joint or muscle pain.
- A 2012 survey found that out of 1200 swimmers (aged 16-45) **more than 70%** of respondents said swimming helped **release stress, tension, and helped them feel mentally refreshed**.

So, grab your bathing suit, towel, and hit the water this summer in the name of self-care this summer!

Take advantage of UVA's **FREE 2 week trial Rec Membership** and check out the **Aquatics & Fitness Center pool**, as well as the **North Grounds Pool!**

<https://rec.virginia.edu/aquatics>

<https://rec.virginia.edu/membership>



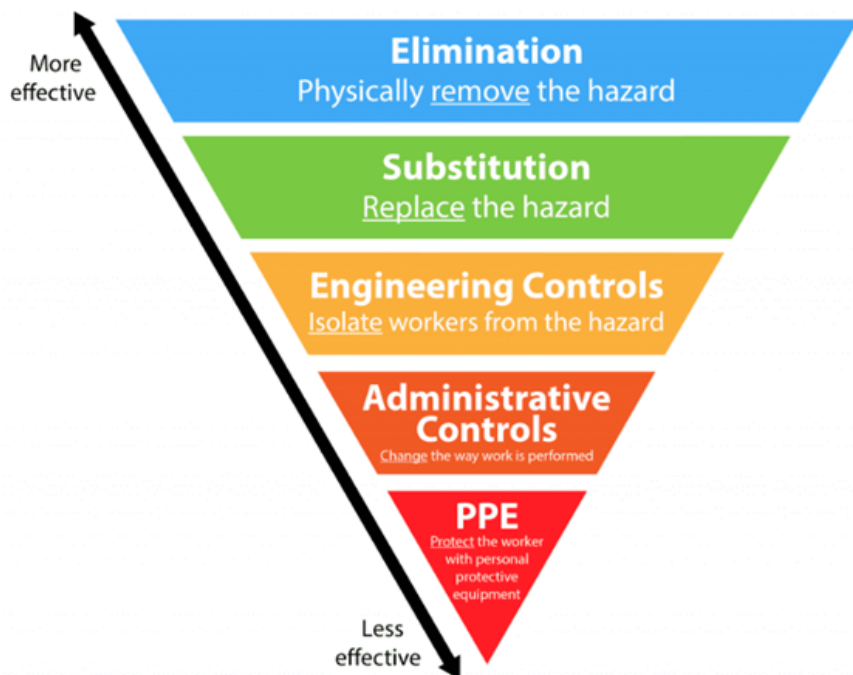
OCCUPATIONAL HEALTH AND SAFETY

Did You Know? Hazard Recognition Tools

Hazards are all around us both on and off the job. While some hazards might seem minor, from a burnt-out bulb to a cord stretched across a walkway, they can all create risks.

If hazards can be identified early, they can be reported and addressed to prevent injury & illness.

Check out these mobile apps and resources that can help you identify hazards before you work!



→ Hearing Protection:

<https://www.cdc.gov/niosh/topics/noise/app.html>

→ Lifting/Ergonomics:

<https://www.cdc.gov/niosh/topics/ergonomics/nlecalc.html>

→ Fall Protection on Aerial Lifts:

<https://www.cdc.gov/niosh/topics/falls/aeriallift.html>

→ Heat Safety: <https://www.cdc.gov/niosh/topics/heatstress/heatapp.html>

→ Ladder Safety: <https://www.cdc.gov/niosh/topics/falls/mobileapp.html>

→ Chemical Hazard Guide:

<https://www.cdc.gov/niosh/npg/mobilepocketguide.html>

Contact FM-OHS@virginia.edu to help address hazards on your jobsite!



DIVERSITY, EQUITY & INCLUSION

Talking about Discrimination, Harassment and Retaliation in the Workplace—



OFFICE FOR EQUAL OPPORTUNITY AND CIVIL RIGHTS

- The [UVA Office for Equal Opportunity and Civil Rights](#) (EOCR) is committed to preventing and addressing discrimination, harassment, and retaliation in the workplace and the educational environment, including educational programs and activities.
- The University prohibits discrimination and harassment on the basis of:
 - Age, color, race, disability, marital status, military status (including active duty service members, reserve service members, and dependents), national and ethnic origin, political affiliation, pregnancy, religion, sexual orientation, gender identity or expression, veteran status, family medical or genetic information, as well as other forms of sex discrimination not covered by the [University's Policy on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence](#).
 - View the [Preventing and Addressing Discrimination and Harassment \(PADH\) policy](#)
- The UVA Preventing and Addressing Retaliation policy prohibits retaliation against individuals who complain of discrimination and harassment under the PADH policy and who participate in an investigation into such complaint.
 - View the [Preventing and Addressing Retaliation \(PAR\) policy](#)

If you are experiencing discrimination, harassment or retaliation, please file a complaint here: <https://padhrcomplaint.sites.virginia.edu/Report/Submit>

If you're not sure what to do, please contact the EOCR office by calling (434) 924-3200 or emailing uvaeocr@virginia.edu



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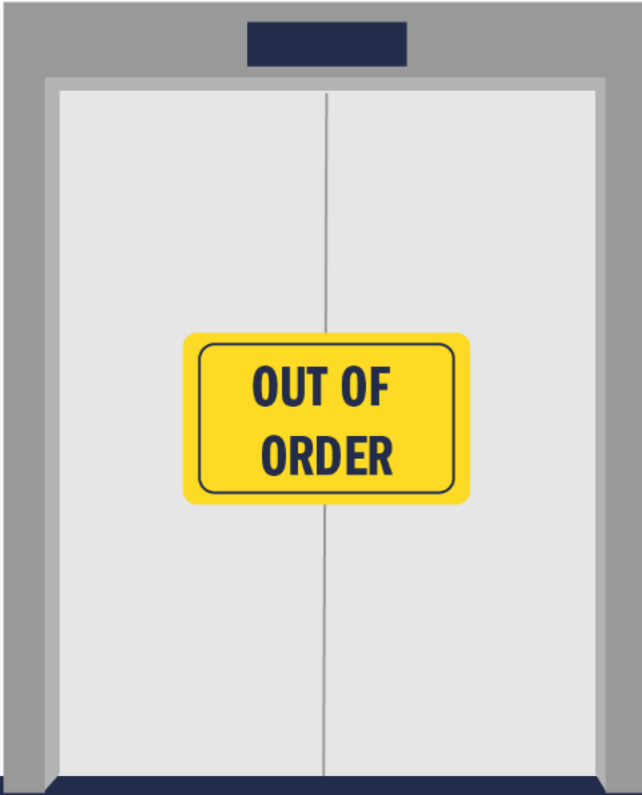
this page with the QR Code or click this link:

<https://at.virginia.edu/vNIGav>

Questions or comments about DEI updates?

Email FM-DEI@virginia.edu

DIVERSITY, EQUITY & INCLUSION



REPORT A BARRIER

Use the form to report physical infrastructure concerns such as



- Broken doors or elevators
- Unlit areas
- Unsafe walkways
- Fall hazards
- Missing handrails
- Non-operating lights

<https://reportabARRIER.virginia.edu/>

Report A Barrier

The University of Virginia is committed to equal access and the civil rights of people with disabilities. Barriers can include things like:

- an inaccessible website
- an inoperative elevator,
- a blocked access ramp,
- video without captions,
- or other lack of access to an event or program.

If you have encountered a barrier to access that is weather-related or involves maintenance in a University facility, please see additional reporting information found on the [More Information For Getting Help page](#) to assure the most timely response.

For all other barriers, complete the form at <https://reportabARRIER.virginia.edu/>. You may submit this form anonymously. *If so, you will not receive a confirmation of submission or subsequent follow-up information regarding the remediation efforts to remove the barrier.*

We will confirm receipt of your report, route the information provided to the appropriate department based on the type of barrier selected, and send remediation information to the email address you provide.

Submission of this form does not constitute a formal complaint, grievance, or request for academic or workplace accommodation. Its intent is to assist in identifying and addressing barriers to access. Thank you for helping in this endeavor.



let's celebrate!

Reasons to celebrate are all around us!

Here are some upcoming holidays this week, both fun and serious. Click on each to learn more.

June 23: National Hydration Day

June 24: Farmer Day

June 25: Log Cabin Day

June 26: Canoe Day

**June 27: National Orange
Blossom Day**

June 28: The National Day of Joy

June 29: International Mud Day

WELLNESS

Local Mental Health Resources

In addition to [UVA FEAP](#), which is available to UVA employees & their immediate families, [the Community Mental Health and Wellness Coalition's \(CMHWC\) Help Happens Here website](#) is available to the entire Blue Ridge Health District (the City of Charlottesville and Albemarle, Fluvanna, Greene, Louisa, and Nelson Counties). The website directs local residents to free or low-cost services and resources for:

- Mental health
- Substance use
- Child and family
- Health and wellness

Visit [HelpHappensHere.org](https://www.helpshappenshere.org) to check out resources near you!

Half of all adults say they had a severe mental health crisis in their family. You are not alone.



June is Men's Health Month

Did you know that men are less likely to visit the doctor about a health issue than women? This month, encourage the men in your life to stay on top of their health wellness.

Here are quick action steps to take for better health:

- See a primary care provider regularly
- Get screening tests based on your age and family history
- Eat healthy to prevent or manage chronic conditions
- Get and stay active

Learn more from US Preventive Medicine: <https://www.uspm.com/celebrate-mens-health-month/>

June is Alzheimer's and Brain Health Awareness Month

Brain health is critical to our overall health. The brain controls all of our vital functions and helps us interact with the world around us. You can begin healthy brain habits at any age.

Want to inform your family, friends and communities on the importance of brain health? Here are 5 tips:

- Exercise regularly
- Take care of your mental health
- Get proper sleep
- Stay socially and mentally active
- Eat a healthy and balanced diet

Learn more: <https://www.alz.org/sc/news/june-is-alzheimers-brain-awareness-month>

WELLNESS

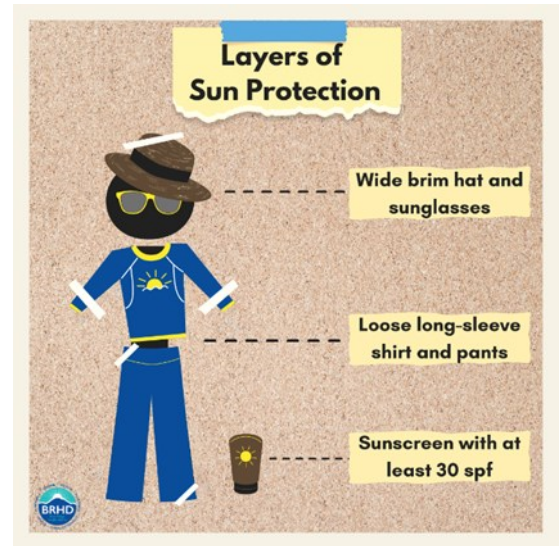
Protect Yourself from the Sun

Continued exposure to the sun puts us at risk for sunburn, skin aging, and skin cancer. Even though they might look good, tans are also a sign of sun damage. Luckily, there are ways to protect ourselves when in the sun. **Good practices that prevent sun damage are easy to incorporate into your summer plans:**

- **Wear a broad-spectrum sunscreen of at least 30 SPF** whenever you are outside and **re-apply every two hours**. If you are swimming or sweating, re-apply more often. Remember to apply to all exposed skin, including ears, scalp, feet, and any other areas that are not covered by clothing.
- **Seek shade** when outside for extended periods of time.
- **Wear sun-protective clothing**, like wide brim hats, sunglasses, and loose-fitting long sleeve shirts and pants. Some clothing and bathing suits even have UV protection woven in – look for fabrics with an ultraviolet protection factor (UPF) of at least 30.
- **Avoid spending time outside in the middle of the day** when the sun is at its peak, between 10:00am and 2:00pm

For more sun safety tips, check out the FDA's page: <https://at.virginia.edu/aofip3>

Source: <https://myemail.constantcontact.com/BRHD-Newsletter-6-2-2023.html?soid=1134059434350&aid=1wmLOJ8vBbg>



Latest COVID-19 Vaccine Recommendations

- **Adults ages 65 and older and immunocompromised people can [get an additional bivalent COVID-19 vaccine dose](#)** as of April 19.
- **Monovalent (original) COVID-19 mRNA vaccines will no longer be recommended for use in the United States** due to the increased effectiveness of the bivalent vaccines.

What has not changed:

- **CDC continues to recommend that everyone ages 6 years and older receive a bivalent mRNA COVID-19 vaccine.** Individuals ages 6 years and older who have already received a bivalent mRNA vaccine do not need to take any action unless they are 65 years or older or immunocompromised.
- **For young children, multiple doses continue to be recommended and will vary by age, vaccine, and which vaccines were previously received.**

COVID-19 vaccines remain widely available at local healthcare providers, pharmacies, and clinics throughout the area. [Information on BRHD vaccination clinics can be found on their website.](#) Community members can also search for COVID-19 vaccine appointments throughout the state and country [using the national vaccine locator tool](#) or by calling 1-800-232-0233 (TTY 1-888-720-7489).

Source: <https://myemail.constantcontact.com/BRHD-Newsletter-4-21-2023.html?soid=1134059434350&aid=05KYE3i10cU>

OCCUPATIONAL TRAINING

FM JOB LISTINGS*

- R0044588 Metering Technician
- R0041953 Drywall/Plasterer
- R0049400 Associate IT Systems Administrator
- R0049517 Heat Plant Maintenance Manager
- R0048722 Senior Electrician
- R0048721 Electrician
- R0047417 Mason - CC&R
- R0044377 Senior Electrician
- R0044371 Electrician
- R0049343 Associate Director of Automation Services
- R0046368 HVAC Mechanic or HVAC Senior Assistant
- R0048679 BAS Controls Assistant
- R0048734 Facilities Services Representative
- R0048165 Compliance Coordinator
- R0049321 Geospatial Space Technician
- R0036614 Licensed Tradespeople (HVAC, Electrical or Plumbing)
- R0045925 Custodial Services Supervisor, Evening Shift, North Grounds Zone
- R0046146 Licensed Tradespeople (HVAC, Electrical or Plumbing), Weeknight/Weekend Day Shift
- R0049262 Pipefitter/Steamfitter
- R0048880 Business Services Associate
- R0040954 Senior Welder for Utility Systems
- R0048526 Senior Pipefitter/Steamfitter
- R0049252 Trades Assistant
- R0049244 Welder
- R0044441 Senior Pipefitter/Steamfitter
- R0047826 Custodial Services Worker - Multiple shifts available!
- R0042542 Controls Engineering Technician/Senior Controls Engineering Technician
- R0046102 Custodial Services Supervisor-- Multiple shifts available!
- R0042051 Recycling Worker
- R0048313 Senior HVAC Mechanic, Night Shift, 6:00pm - 6:00am
- R0048892 IT Help Desk Specialist (Wage)
- R0048983 Plumber
- R0048826 General Services Technician
- R0036931 HVAC Mechanic
- R0048820 Architect Team Leader
- R0048863 HVAC Assistant
- R0048812 Trades Assistant
- R0048537 Senior Electrician
- R0046919 Geospatial Space Technician
- R0046590 Utility Locator/Damage Prevention Technician
- R0048532 Instrumentation & Controls Technician
- R0048140 Fire Systems Assistant Technician
- R0047715 Landscape & Grounds Worker
- R0047982 Student Assistant, Geospatial Engineering Services (Student Wage)
- R0047777 General Services Worker
- R0047706 CC&R Project Manager
- R0046336 HVAC Mechanic
- R0047282 Construction Project Manager
- R0045899 Landscape Manager
- R0045100 Carpenter Assistant
- R0036157 Historic Mason - CC&R
- R0042657 Carpenter - Construction & Renovation Services
- R0032242 Licensed Tradespeople (HVAC, Electrical or Plumbing), Weekday Evening Shift Monday - Friday 3:30pm to 11:30pm



* As of 6/20/2023

Find Your Voice



Build confidence for your next speech or presentation!

Toastmasters provides a fun, safe, and supportive environment for you to practice public speaking. Along the way, you'll build a better you!

Participating in Toastmasters will allow you to:

- Improve your public speaking and communication
- Gain confidence when speaking in front of others
- Sharpen your leadership skills
- Enjoy a competitive advantage in your workplace



Facilities Management

Take charge of your future and join our club today.

Hoos Speaking
Weekly meetings on Wednesdays, noon-1 p.m. in person and online.

Email Narges Sinaki at ns4xq@virginia.edu to attend.

If you would like, please feel free to bring your lunch.

See the article in FM's *Employee News*:

<https://at.virginia.edu/uOFAHI>