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# Facilities Management Employee Council Minutes

Thursday, February 9, 2023

## Attendance:

**Council members:** Christine Alencar, Jon Bruneau, Eric Cline, Les Givens, Michael Minor, Corey Poole, Chelsea Reynolds J.R. Richardson and Ashley Scruggs.

**Absent**: Randy Campbell, Bonita White and A.J. Young.

**Guests:** Elsa Burnette, Jane Centofante, Lori Pedersen and Paul Zmick.

## Agenda:

1. Special Guest – Paul Zmick, Energy & Utilities
2. HR Questions – Elsa Burnette, UVA HR
3. Council and Senate work
   1. Retreat updates
   2. Upcoming Staff Senate meeting with DEI Office

## 1. Special Guest – Paul Zmick, Energy & Utilities

* As the director of Energy & Utilities, I have six teams who all have a unique function:
  + Power & Light: led by Sathish Anabathula; high-voltage electricians and engineers who are in charge of UVA’s high-voltage underground power system, three substations and all streetlamps and blue phones; also maintain duct banks and setup transformers and switches for all construction projects. The Power & Light team has a new electrical engineer Santosh Krishnakumar and engineering associate Tyler Ott.
  + Utilities: led by Cameron Ratliff; team of welders, pipefitters and equipment operators who maintain all underground utilities besides power including the steam tunnels, hot water for heating buildings, chilled water for cooling buildings, and the domestic water system.
  + Maintenance and Planning: led by Ericka Rogers who started out managing inventory and PMs at the Main Heat Plant, she’s now also responsible for maintenance, assets, and utilizing the planning and scheduling tool in AiM for all of the E&U teams.
  + Heat Plant operations: led by Pete Kowalzik, whose team operates the Main Heat Plant and all of the other Heat Plants on Grounds. The Main Heat Plant provides steam for the hospital, which is our most critical customer. If the hospital’s steam goes under a certain capacity, Central Sterile must recertify all of their surgical instruments, which takes at least 8 hours and would almost always impact surgery, so we do not want to ever do that.
  + Chiller Plants: led by Justin Callihan, whose team provides chilled water for buildings; they have internalized all controls and have saved $1 million and a lot of water through optimization efforts.
  + Engineering and Energy: this is a new team led by Paul Stevens; with the retirement of Scott Martin, the Metering team now reports to Paul Stevens; this team involves systems engineering and mechanical engineering; energy modeling; and data analytics.
* E&U Capital Projects
  + Low-Temperature Hot Water (LTHW) conversion: this project affects every building west of Hospital Drive.
    - First phase: move Medium-Temperature Hot Water buildings to Low-Temperature Hot Water.
    - Second phase: install the Heat Recovery Chiller at the North Plant. When it’s up and running, it will be one of the only systems in the world to produce hot water at 170 degrees, typically these systems produce a maximum of 140- to 150-degree hot water, which would not have adequately heated UVA’s Academic buildings. This is the biggest sustainability initiative going on right now.
    - Third phase: convert all steam buildings to Low-Temperature Hot Water, which is more invasive.
    - The next big thing with this project is that we will have to close the McCormick Road and Alderman Road intersection the entire summer of 2023. Lots of work being done to McCormick Road and we will be installing 24-inch diameter pipes underground going across Alderman Road.
    - There has been some confusion about the flagging directing single lane traffic around the existing work on Edgemont Road, but we are moving to electronic lights to control the traffic and that will help.
    - This time next year the entire project will be complete; and that project we will save approximately 12,000 metric tons of carbon emissions and 20 million gallons of water annually.
  + Construction at John Paul Jones Arena and Emmet-Ivy Corridor
    - This work will supply heating and cooling needs to all of the Ivy Corridor development.
  + McCormick/Emmet ramp; Newcomb Road and Newcomb Plaza
    - We are connecting two chilled water loops to make one massive water loop to create more redundancy. This project is about to wrap up.
  + Fontaine Energy Plant
    - This project is in design and will support the new Institute of Biotechnology at Fontaine Research Park.
    - This will be an all-electric no combustion plant.
    - Construction will start this time next year.

**Eric Cline**

* Are there plans to eventually move away from steam in the Health System?

**Paul Zmick**

* We will continue to support steam to the Health System in the same way until there is adequate technology to replace this process.
* We are waiting for the availability of micro-nuclear reactor technology, which is currently being explored at schools in the northwest.
* I can see in 10 years removing combustion boilers and using micro-nuclear reactors to supply steam.

**Lori Pedersen**

* How does the new UVA Orthopedic Center on Ivy Road get steam?

**Paul Zmick**

* They have a small steam generator within the building. We will do the same thing in the Biotech building as well and it will be electric.
* The scale of the hospital steam needs is the challenge. The hospital and research labs consume 50% of the energy that comes out of the Main Heat Plant and the rest is used by all of the Academic building combined.

**Christine Alencar**

* *Provided overview of the council members and the areas they represent*.
* Energy & Utilities current Employee Council representative A.J. Young will be rolling off the council in June and that spot will be up for election.

## 2. HR Questions – Elsa Burnette

**Mental health resources**

**J.R. Richardson**

* The insurance coverage for mental health is ridiculous. At an in-patient facility, insurance does not cover the cost of housing, and the out-of-pocket cost is ridiculous.
* There should be more out there for employees in terms of explaining what resources are available. If you don’t know where to look, you’re not going to find it. There is no information listed online about in-patient facilities that are available.
* The Faculty and Employee Assistance Program (FEAP) is helpful but they are unaware of what insurance covers.

**Elsa Burnette**

* Please put your concerns in writing so I can share them with the healthcare ombudsman.
* FEAP is a great first stop on that journey. That would be the first step for employees.
* There is info about FEAP on the UVA HR website and some other mental health information, although it may be a bit buried on the website.
* The direct link is: <https://uvafeap.com/>
  + For mental health emergencies:
    - Call 988 (national number)
    - Call 434.230.9704 (regional crisis line)
* I will ask about more information being shared in that respect and ask about more coverage for mental health.
* This would also be a question for Aetna about what information is available, UVA HR doesn’t have the capacity to have that knowledge. We can share that feedback with Aetna.

**Christine Alencar**

* The Staff Senate advocacy committee may have input on this as well.
* The FEAP Community Resource Specialist, which is vacant at the moment, could be a good resource about what resources are available.

**Jon Bruneau**

* I have heard that more mental health providers are not accepting any insurance anymore, so people have to pay out of pocket.

**Christine Alencar**

* I have also heard this and that there is a lack of providers, I believe it has been worse since COVID. Even in Primary Care, providers are not accepting new patients.

**Jon Bruneau**

* Our recent CC&R Project Management meeting opened with a representative from FEAP addressing the high rate of suicide in the construction industry. It’s higher in construction than the armed forces. It’s a huge issue.
* This talk helped share available resources but also opened the door to talk about these things.

**Miscellaneous questions**

* **Question about UVA changing dental insurance vendor (Richardson):** We will be using United Concordia through the end of the year. I am unsure if it will be changing in the future. I will bring it up and share what I hear.
* **Question to follow-up about simplifying the process for filing disability claims (Givens):** I did share the feedback from last meeting with the disability team. Unum and Reed group did move to an online process. I have not heard about any other changes to that process. There are always people available at [AskHR@virginia.edu](mailto:AskHR@virginia.edu) or 434-243-3344, to walk people through the process.
* **Question about making retirement counselors available on site (Givens):** We used to do that and during COVID that went away. Employees should be able to schedule with them virtually. We can look into bringing back retirement representatives on site on a somewhat regular basis.
  + *Information supplied by Elsa Burnette after meeting:* All retirement planning sessions with TIAA, Fidelity, Mission Square (formerly ICMA) and VRS are now held as virtual meetings. Appointments are available through these signup links:
    - [TIAA appointments](https://shared.tiaa.org/public/publictools/events/meetingAndSeminar?employerId=1-4ASS-2)
    - [Fidelity appointments](https://nb.fidelity.com/public/nb/uva/contactus/schedule-a-meeting)
    - [Mission Square (formerly ICMA-RC) appointments](https://icmarc.secure.force.com/events?SiteId=a0lf1000006PZtfAAG)

## 3. Council and Senate work

**Retreat update**

* The Employee Council Retreat is scheduled for Friday, May 5 from 8:30 a.m.-1 p.m. at Morven.
* During the retreat, each member’s representative areas will be examined, along with setting goals for the year and preparing for annual elections.
* After the retreat there will be one more meeting in June to say farewell to members rolling off the council and welcome any new members.

**Upcoming Staff Senate meeting with DEI Office**

* *A video was shared* *from President Ryan to preview an upcoming Staff Senate meeting with the Office of Diversity, Equity & Inclusion (DEI).*
* *Reactions to the video included concerns about hiring employees who speak English as a second language or are not fully fluent and how it impacts safety at work; how best to support English as a Second Language (ESL) classes for employees; and the availability of translators for ESL employees.*

***Next Facilities Management Employee Council meeting is scheduled for Thursday, March 9, 2023, from 11:30 a.m.-1 p.m. in the West Complex O Level conference room.***