



July 18 Ceremony Honors Accomplishments



Voices of Adult Learners Essay competition winners are (L-R) Ayse Yetim, (3rd from L front) Nafisa Azizi, Dedrick Johnson, Lois Jones, Dorothy Payne and Islam Makhmudov. They, and Barry Crawford (2nd from R, back row) who earned his GED certificate in less than a year, were congratulated by Apprentice Program Manager and Human Resources Director Rebecca Leinen (obscured), Associate Director for Building Services Vibha Buckingham (second from L), Chief Facilities Officer Donald Sundgren, Vice President for Management and Budget Colette Sheehy, Dean of the School of Continuing and Professional Studies Billy K. Cannaday, Jr., Charlottesville City Schools Adult Learning Center Program Coordinator Susan Erno and HSPP Director John Rainey. Facilities Management offers free classes in [English as a Second Language](#) and [GED](#) to qualified employees.



Five employees were recognized for their educational achievements: (L-R) Brian Pinkston earned a Ph.D. in Philosophy from the University of Virginia, Graduate School of Arts & Sciences; Berhan Aljiji earned an Associate's Degree in Business Administration from Piedmont Virginia Community College; Kenny Bower earned a Bachelor of Applied Studies in Human Resource Management from the University of Richmond; and Rona Rose earned a Bachelor of Science in Information Technology from the University of Phoenix. Offering congratulations are (center) Apprentice Program Manager and Human Resources Director Rebecca Leinen and (L-R) Donald Sundgren, Colette Sheehy, Billy K. Cannaday, Jr. and Susan Erno (partially hidden). The University's \$2000 annual [education benefit](#) for qualified employees can help with continuing education and professional development.

Photos by Cole Geddy, UVa Public Affairs



The 2012 UVa Apprenticeship graduates are (L-R) Josh Ferguson and Jennifer Maiorano in Carpentry, Alex Harlow in Electronics, Dorjee Damdoov in Plastering, Scott Marsh in Plumbing, Antochen Koolipurackal and Brad Tyler in HVAC. They were congratulated by Apprentice Program Manager and Human Resources Director Rebecca Leinen, Chief Facilities Officer Donald Sundgren, Vice President for Management and Budget Colette Sheehy, Dean of the School of Continuing and Professional Studies Billy K. Cannaday, Jr., Health System Physical Plant Director John Rainey, Virginia Department of Labor & Industry Regional Apprenticeship Representative Todd Cook (obscured), and Charlottesville City Schools Adult Learning Center Program Coordinator Susan Erno. See page 2 for the new inductees. More photos of the event and of graduate Carrie Seningen, who was not available for the ceremony, are [online](#). The event also marked the 30th anniversary of UVa's [Apprenticeship Program](#).

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Congratulations to the New Apprentices



The Apprenticeship Program's new inductees signed their apprenticeship agreements as officials looked on. The new apprentices are (L-R) Ben Pott and Bryant Kidwell (electronics); Blake Amos, Jesse Johnson and Jovan Jokic (HVAC); Dillon Dean (electrical) and Shane Black (plumbing). Witnessing the signing and offering congratulations are (L-R) Apprentice Program Manager and Human Resources Director Rebecca Leinen, Chief Facilities Officer Donald Sundgren, Virginia Department of Labor & Industry Regional Apprenticeship Representative Todd Cook, Director of Energy & Utilities Cheryl Gomez, Dean of the School of Continuing and Professional Studies Billy K. Cannaday, Jr., Charlottesville City Schools Adult Learning Center Program Coordinator Susan Erno and Vice President for Management and Budget Colette Sheehy.

Photo by Cole Geddy, UVA Public Affairs

Summer Projects on The Lawn



Outside a West Range Room, Carpenter Ben Collier and Carpenter Lead Anthony Whindleton finish a door as the final phases of room renovations are completed before students returned in August. Project Manager James Zehmer coordinated this and other Academical Village projects with the Office of the Architect for the University of Virginia.



To control dust during the Lawn Restoration, Landscape Specialist Greg Rogers sprays the area where a tree contractor will air-spade to relieve the compacted soil around the tree roots.



Housing Zone Painters Steve Ryder, Michael Houchens and Roger Norton posed for a photo at the end of their shift. They worked on the Range and Lawn room renovations.



For the Pavilion X Interior Restoration, Electricians Jonathan Atwell and Ken Burchell complete installation of a dedicated power source for information systems.



In a West Range Room, Mason Senior Glenn Hall of Project Services carefully chips out bricks. (Right photo) Project Services Mason Cory Maine and Historic Masonic Glenn Tolbert make repairs to a chimney over an East Lawn Room. Visit Facilities Management's [website](#) for more about these projects and Supervisory Historic Preservation Architect Jody Lahendro's overview of the Rotunda roof project.



University of Virginia Facilities Management

Accomplishments in Sustainability, Education & Health



The second Facilities Management Hoo's Going Green Winner, Heat Plants Manager Kent Knicely, receives his prize, an official sustainability cap, from Sustainability Outreach Coordinator Nina Morris. Kent's award winning work included his efforts to test biomass fuel for the Heat Plant and his constant dedication to increasing energy efficiency and reducing waste and chemical usage. He was nominated by Plant Engineer Peter Kowalzik. Winners are selected quarterly. See the Facilities Management webpage for [Hoo's Going Green details](#) and how to nominate a co-worker.

Electrician Senior Mike Richard passed the Commonwealth of Virginia Elevator Mechanic Exam in July. Mike had already completed the first year of the Certified Elevator Program in order to gain elevator curriculum knowledge to sit for the state exam. Coupled with his four years of on-the-job elevator experience and many nights studying code books on his own time, Mike passed the elevator exam on his first try.



This furthers Facilities Management's goal to have every University of Virginia elevator mechanic state-certified.



Hoo's Well@ invites you to improve your nutrition and exercise habits, quit smoking, manage stress, and enhance your general health. All programs except Weight Watchers are free. If you complete a biometric screening by October 19, 2012 and an on-line health assessment by December 1, 2012, you will earn \$75 in your paycheck. Go to www.mywellsite.com/hooswell to find programming, team challenges, the Hoo's Fit Walking Program, and My Rewards incentive! For questions call 434.924.3068 or hooswell@virginia.edu.

HSPP Team Assists with Regulatory Inspections of UVa Health System

During the spring and summer of 2012, the HSPP team assisted the University Health System with two major regulatory compliance inspections.

The Health System was inspected by The Joint Commission during a triennial inspection for compliance with its standards. The Joint Commission (TJC) surveys various types of healthcare facilities for compliance with Conditions of Participation issued by the Centers for Medicare and Medicaid Services (CMS), part of the US Department of Health and Human Services. CMS has approved The Joint Commission to conduct these inspections (surveys). Most of the Health System facilities were visited by the surveyors who verified patient treatment processes and procedures and inspected the facilities for compliance with building requirements in accordance with the National Fire Protection Association (NFPA®) 101, the Life Safety Code. The HSPP team took the lead with the inspection process associated with the life safety portion of the survey, accompanying the Life Safety Code surveyor through the affected facilities. The process also includes a review of all the Facilities Management documentation related to operational issues, such as generator testing, fire alarm system testing, conducting fire drills, and medical gas system testing. After the week-long inspection survey process and many hours poring through documentation, the University Health System successfully maintained their accreditation status for another three years.

Shortly after the survey by The Joint Commission, the Health System underwent another by CMS survey process called a validation survey. This process involves having another

inspection agency perform clinical and building inspections to verify compliance with the Conditions of Participation. The building fire safety related inspection process was conducted by the Virginia State Fire Marshal's Office. CMS utilized the Fire Marshal's Office to conduct these validation surveys for building construction and safety issues. A team of four surveyors spent 10 days in an exhaustive Life Safety inspection. Once again, the Facilities Management Team was integral to the effort by accompanying the inspectors during the survey process and providing significant amounts of supporting documentation for 20 separate buildings ranging from outlying individual clinics to the entire University Hospital.

Once the inspections (surveys) were completed, any issues or deficiencies with standards compliance were identified in the survey report. These issues must be addressed by a Plan of Action to correct the issues and to identify processes that may need to be developed to insure continued compliance. The HSPP Team, working with the Health System Quality office, has submitted these Action Plans to CMS for review. Any deficiencies noted are in process of being corrected. Exit interviews with the surveyors were very positive and complimentary of the UVa Life Safety programs and procedures. Initial indications are that the Health System met or exceeded the surveyors' expectations. Again, Facilities Management worked as a team player collaborating with the Medical Center to successfully complete two rigorous milestone inspections.

- Submitted by HSPP Deputy Directors Chuck Parker & Derek Wilson

Momentum Action Teams Seek Positive Changes for Employees



Diversity team members Nicola Lemmer, Marvin Jackson and Felix Crawford watch thoughtfully as another member tries suggestions to solve the team building challenge: take an 8.5x11 inch sheet of paper and cut a continuous ring large enough to step through without using tape, glue or staples.

Orientation moderator John Habel of HR&T and Deborah Butler listen as Training & Development team members discuss a strategy.

At the August 9 orientation meeting of the Facilities Management Momentum Action Teams (MATs), 45 volunteers were briefed on the goals and guidelines their teams should address as they examined four areas that would improve Facilities Management employee satisfaction. Those areas, as identified in results of the 2011 UVa President's survey, are diversity, communication, training and development, and technology. Facilities Management first studied these areas at our January 2012 Leadership Forum entitled Momentum: It Begins With Me.

The Momentum Action Teams, each composed of 7-12 employees, a chair/co-chair and a moderator, will meet individually every 2-3 weeks to identify actions which will create positive changes in each of the four areas.

When HR&T Director Rebecca Leinen welcomed the group, she encouraged the volunteers to ask questions and brainstorm to promote as many ideas as possible. The action plans will include 3-5 proposals each with a high, low, or medium impact and cost option. Action plans will be presented to directors in October and implementation will commence in January 2013. "We want to see positive changes on the next survey," she added.



As other teams worked in the background, Communication Team members – L-R Greg Rogers, A.J. Conner, Sharon Eldridge, Chris Swann, Betsy Daniel (obscured) and Vibha Buckingham – had the solution!



**Momentum:
It Begins With
Me**

Answers on Workers Compensation & Medical Bills

We all know that injuries which occur while working on the job require an accident report to be filed with Workers' Compensation. However, more serious injuries require that the employee also file a short term disability claim with UNUM. Below are some tips/steps to follow to ensure the necessary coverage and handling of medical bills.

UNUM must be contacted by the injured employee to start a short term disability claim following 5 days of being unable to work/off the job. UNUM/Short term disability helps to supplement the necessary leave which is not covered by Workers' Compensation benefits. Workers' Compensation will address/pay medical bills associated with the injury.

According to [Commonwealth of Virginia Workers' Compensation Services website](#), if you receive bills while you are out on Workers' Comp, be sure your name, date of injury and claim number are noted on the bill(s). Then submit the medical bills to Managed Care Innovations (MCI) one of three ways:

Email claim (preferred) to covimaging@avizentrisk.com
Fax to 804-371-2556, or mail to P.O. Box 1140, Richmond, VA 23218-1140 Retain the original claim and reports for your records. Visit the UVa Human Resources website for further information on [Workers' Compensation](#).

Career Paths Create Opportunities for Advancement, Salary Increases

A Career Path for University Staff Landscapers will allow advancement in the Landscaping field within four stages: emerging, proficient, advanced and expert.

In August during HR&T-sponsored informational meetings for employees, HR&T staff explained that landscapers can earn promotions and salary increases by advancing in their skills, responsibilities and training and progressing through the four levels.

"Career paths are transparent," HR&T Director Rebecca Leinen noted. "They outline the typical work, knowledge and education, competencies and skills needed for each stage." Open enrollment for classified landscapers to switch to University status and participate in the Career Path ran August 13-September 23; changes to staff type and salaries based on assessment and placement along the path will take effect October 8.

The first Career Path was launched in Fall 2011 for Housekeepers. Creation of a Career Path for Recycling employees is currently in progress. Please visit the HR&T web page to read more about [Career Paths](#)

Best wishes for a Long & Happy Retirement



Jimmy Williams retired June 15 after a 36-year career with UVa Building Services. During that time, his outstanding service and accomplishments were recognized with numerous outstanding performance evaluations and many awards including those for his outstanding assistance during floods, fires and record

breaking snowstorms, a Certificate of Recognition from Region Ten Community Service; and several Employee Recognition Awards. "You have carved a path of professionalism and dedication over the past 36 years that we can follow for years to come. Thank you for enriching our lives and for sharing your humor with us during your time at the University," Don Sundgren wrote in a letter of congratulations. "Your years of training and insight with our housekeeping staff have been extremely helpful to our department; you will be missed by many whose lives you have touched during your career at UVa."

Linda Brown of Building Services retired August 24 with over 10 years of dedicated and professional service to her customers at UVa Health System.



Since she joined Building Services in January 2002, she earned the respect of her colleagues and the employees who worked in the buildings for which she was responsible. Ms. Brown's good work and commitment to her job earned her a promotion to Lead Worker in February 2008. In a letter of congratulations, Don Sundgren thanked her for her strong work ethic, adding "We hope your retirement is the beginning of an exciting new chapter in your life."



Mary Francis Williams of Building Services retired July 9. In a letter of congratulations, Don Sundgren noted that since she began her career at UVa in July 1988, she has seen many challenges and changes; her combination of experience, skills and knowledge, made her a true asset and a leader within the Building Services team. Ms. Williams was promoted to Housekeeping Worker II in February 2007. "Your promotion was a result of your strong work ethic, dedication to excellence and for setting an example for others to follow," he added.



David Tyree (4th from right) retired August 23 after 39 years of service to University of Virginia Health System. Many Facilities Management employees and members of Health System administration stopped by to thank David for his dedication and to wish him well. In the photo above, his Zone 3 colleagues (L-R) Mark Stinnie, Steve Smick, Chris Haney, Robert Garland, Larry Garton, Buster Conley, Richard Thompson, Jeff Gibson, Lloyd Trotter, Aubrey Hipp, Ed Dodd and Royl Williams for a farewell group photo. David thanked his friends and colleagues for their support over the years. He noted that while he is leaving HSPP, he is not retiring from work but rather changing jobs, now going into the ministry.

James Dunnivan retired September 23 after a 27+ year career with University Housing. James, also known as JD, joined the UVa Housing as a carpenter in June 1985 and was promoted to Trades Utilities Lead Worker in 2002. He retired as a Trades Utility Senior Worker. "JD was a very dependable and knowledgeable employee who will be missed," Housing Zone Superintendent Burt Joseph said. "JD was well respected; in all situations, he did his best and was always willing to share his wealth of knowledge. by his fellow employees who often called upon him to assist – he was always willing to help." JD was also a frequent donor at Virginia Blood Services drives at Facilities Management.



Sack Johannesmeyer (left), P.E., VCCO, and Director of Facilities Planning and Construction, retired August 24 after 13 years of service. In presenting a congratulatory plaque, Chief Facilities Officer Don Sundgren noted that Sack joined FP&C in January 1999 as the first Construction Services Manager, leading a successful effort to improve the University's relationship with contractors. Sack was named Director of FP&C in January 2002. Working with the University's leadership, Sack played a principal role in gaining additional autonomy under Restructuring. He also helped with the transition to an independent University Building Official, another advantage offered by the Restructuring legislation. FP&C, under Sack's leadership, completed \$1.5 billion of construction work-in-place at the University as well as at the University of Virginia's College at Wise during this period. His depth of expertise in construction processes and management of construction, combined with strong technical and administrative skills, positive and cooperative attitude and dedicated work ethic have contributed to the success of the organization.

Compliments from Customers

To **Claude Shifflett**: Huge thanks for your efforts during the storm response the weekend of June 29. You were here long hours, never complaining, and keeping our generators fueled and operating properly. By doing so, critical systems in UVa facilities were maintained, and people and programs were protected. We are fortunate to have employees like you who will volunteer during emergency situations. – *Jay Klingel, Director, Operations & Maintenance*

To **Marty Brinkley** and **Mike Barnett** of the Fire Systems Crew: Thank you for the prompt, professional, and complete service provided in taking down the sprinklers in our server room. There were no drips, sprays, or runs, just as you assured. You and your crew are a great asset to UVa. -- *Vaughn C. Kowahl, Chief Technical Officer, Environmental Health & Safety*

To **Michael Beaudreau** of Landscape, **Red Dansey** of Fire Systems, and Central Grounds Zone's **Jeff Shifflett**, **Dave Roberts** and **Randy Spencer**: We had a great experience with your help on our Development Community BBQ in Pavilion VI gardens June 29. It was 103 degrees outside, but your team was fantastic. Red provided the sound equipment, Jeff and Dave provided the power, Michael mowed the garden and Randy helped coordinate everyone. You have a great team. I enjoy working with them! -- *Kenna Boyd, Associate Director of Donor Relations*

To **Central Grounds Maintenance Zone**: The working relationship we in Classroom Support have with each member of this zone is unbelievable. They work toward solutions and relationships, and have created what I consider the best "Zone team".... My requests are addressed immediately, and communication received on the status. How many clients are on a first name basis with their zone staff? This one is: Thank you, **Ryan, Darrell, Robbie, ER, Chris, GE, Kenny, Gary, WJ, Rodney, Jason, Randy, Tom, Ron, Erik, Dave, Jeff** and **Kirk**. – *Sharon Drumheller, Classroom Operations Manager, ITS*

To **Bucky Crickenberger** of E&U Power Systems for reporting a pollution release to Environmental Health & Safety (EHS) June 6. While working in the Lambeth Dorm area, he and his crew observed a white discharge coming from a storm drain pipe, draining into Meadow Creek. His prompt call allowed quick response to identify the source of the contamination. EHS cannot be everywhere looking for these random occurrences; it is gratifying that Bucky thought enough to report what he was sure was not an acceptable situation. We really appreciate the extra set of eyes in the field that FM provides every day. - *Jeffrey A. Sittler, CPG, Dir. Environmental Compliance Programs*

To **Josh Beverly**, **Timmy Shifflett** and **Roy Sillet** of HSPP: Thanks for a job extremely well done in moving our entire division from numerous locations to a central location in Barringer. They worked hard disassembling cubicles, lifting heavy equipment, loading the truck in extreme heat, relocating and unloading in areas that were not easily accessible. These men are professionals..always responding quickly to calls. Good

workers are hard to come by. They deserve to be rewarded for dedication. -- *Kathryn Collier, Admin. & Office Specialist, Pediatric Critical Care*

To **Energy & Utilities' Environmental Compliance, Power Systems, Recycling, Resource Center, Systems Control and Utility Systems; and Operations & Maintenance's Fire Systems, Landscape, Lock Shop, Maintenance Carpenters, Welders and Plumbers, Newcomb Zone and Sign Shop**: Sincere thanks and appreciation to all those who helped us achieve Temporary Certificate for Use and Occupancy (TCUO) for the Newcomb Temporary Dining Facility ("N2"). It would not have opened on time without the assistance of the many fine folks in FM – particularly supervisors and crews of the shops mentioned above. Special thanks also to the Office of the University Building Official, Parking and Transportation, Office of the Architect for the University, Office of the Associate VP for Business Operations, Environmental Health & Safety; thanks for support from Facilities Planning and Construction. You worked long hours and overtime in the July/August heat to help ensure that N2 would open on time. The TCUO was received Friday evening, August 24 and the first dinner was served Sunday, August 26 to about 1,000 new students and parents! Please know how much I appreciate all of you for your hard work and support! -- *Charlotte Dickerson, Construction Administration Manager*

To **Ryan Taylor** and **Jeff Shifflett** of Central Grounds Zone: Thank you and others in Facilities Management for providing power and logistical assistance for the June 24 Rally for Honor. We look forward to working with you as community partners as we move to build the best public university in the world. -- *On behalf of the Coordinating Committee, Walt Heinecke, Associate Professor, Curry School*

To **Jim Cashwell, Walter Harris, Marc Powell, Chad Simpson, Mark Stanis**, and the **Project Services crews** who helped make our new office at the Amphitheater a reality. The crews worked long hours and balanced other priorities to complete our space on time, and it looks beautiful! They did a great job converting an old, neglected and dirty storage area into an attractive office, break room, and work space for our crews to perform their jobs taking care of the buildings and customers in Central Grounds.– *Ryan D. Taylor, Central Grounds Zone Superintendent*

To **Evern Bunion, John Carey, Tom Carey** and **Eugene Clark** for the pressure wash at East Ivy Garage. They did a great job-- the garage looks really good! - *Thomas Poole, Facilities Maintenance, Parking and Transportation*

To **Otis Hackett, the HSPP Renovations Staff** and **Josh Beverly**: In the past year, we have had several renovations in our lab area. Thank you and your staff for always being prompt and complete with the work you perform. We are thankful for your time and efforts. Josh is recognized for his helpful attitude and for going the extra mile, not once, but always! --*Jana C. Baber, UVA Medical Center, Cytogenetics Lab*

Building Services Celebrates Successes, Outlines Goals

When Building Services supervisors and managers met June 19 for the “State of the Union for Building Services” address and a team-building session, Associate Director Vibha Buckingham commended the group on the challenges they have met, individually and collectively, over the last 10 months. Particularly noteworthy, according to Vibha, were the advances the team made in terms of quality of intra- and inter-departmental communication as well as improvements in the level and consistency of services across all Zones.

“I am very excited about the improvements resulting from training initiatives launched this year,” Vibha said. Some of the more dynamic training initiatives undertaken so far focused on relationship-building, customer service, working smarter, clarity of instructions, the importance of feedback and overall instilling a greater level of professionalism, accountability and follow-through on commitments. “We’ve had the terrific expertise and guidance of our new training specialist, Sandra Smith, to help us focus on development from three perspectives: foundational, supervisory and technical.”

“Moving forward, we’ll focus on advancing our front-line staff through the Career Path process and at the same time, prepare our teams to plan for and reach GS 42 Green Seal Certification toward the end of 2013,” Vibha added. “At the forefront will always be an emphasis on individual and group professional development so that each and every team member is well equipped to reach the next level in performance, engagement and overall improved productivity.” Learn more about the June event at [Facilities Management, Building Services Team Building, University of Virginia](#)



Listening carefully to review of accomplishments and initiatives were Building Services supervisors and managers including (from front going clockwise) Jimmy Sayre, Wanda Snead, Joey Newton, Violet Snipes-Azzi, Reggie McGhee, Tina Mills (partially hidden), Jeanne Steppe, Judy Kingrea, Mike Fitzgerald, Geri Findley, and Wanda Lucas (partially hidden).



In a group activity to build teamwork, listening skills and memorization of facts, partners instructed each other about an activity they are highly skilled in and passionate about. The partner memorized the instruction and taught his/her next partner to perform the just-learned activity. Here Joey Newton concentrates as Reggie McGhee describes how to shop for bargains and Randall Richardson listens.

HSPP Shift Mechanics Assist OR with Unusual Case

Early in the morning of August 7, Greg Goff and Jody Hensley, both HSPP master maintenance technicians, received a call to respond with saws to the Emergency Department for an emergency coming in by rescue squad, according to HSPP Buildings & Grounds Supervisor Michael Rose.

“On their arrival, Greg and Jody were redirected to the operating room where, under the guidance of the operating room staff, they gowned up and sterilized their saws. They learned that the patient had a 2”x6” wooden board, 24” long, impaled in his lower abdomen. While the mechanics stood by for some time, the surgeons were able to remove the board without their help.



Greg Goff and Jody Hensley

Photo by Mike Rose, HSPP

“These technicians are frequently called to help with unusual situations,” Mike explained. Jody Hensley, being fairly new, said it was the most amazing call he had been on so far since joining the shift team.

“They never know what the next call will bring but they are always ready to respond and willing to do whatever is necessary for a positive outcome,” Mike added. “A lot of the work they do goes unnoticed because we never see them in action while we’re at home or asleep. I am privileged to have such a dedicated team working for us. Kudos to both Greg and Jody.”

Noted with Regret

Norman Terrell died July 12 at Martha Jefferson Hospital. Mr. Terrell’s 24-year career began when he joined Facilities Management, then known as Physical Plant, in July 1970. He retired in July 1994 as a Housekeeping Supervisor Senior. “Norman will be remembered for his good nature, great smiles and laughter and the fact that he always took everything in stride,” Building Services Superintendent Bob Carman said.

Reaching Out to Our Community



Facilities Management employees donated more than 300 lbs of markers, crayons, binders, book bags and other school supplies to the 2012 Salvation Army School Supply Drive in August to benefit low-income kindergarten through 8th-grade students in Charlottesville and Albemarle public schools. This is the third year Facilities Management's Employee Council has sponsored this drive in coordination with the UVa Office of Public Affairs' Community Relations Department.



When Virginia Blood Services (VBS) visited Facilities Management for the August 9 drive, Elevator Maintenance Mechanic Jason Mayhugh (L) donated because "...it's good for your heart – your heart likes the new blood that is made to replace what you donate." McCormick Zone Superintendent Clarence Wells (R), a frequent apheresis donor, supports the VBS drives because "It helps those in need."

For more photos of your colleagues, their work and accomplishments, visit Facilities Management's website at www.fm.virginia.edu



Safety Office Mark Breeden, who donates via apheresis throughout the year, shows off this drive's clever new T-shirts while Project Manager David Paley sports his "red badge of courage" as he prepares to return to work after donating. The next VBS Blood Drive at Facilities Management is October 4. To donate, contact Mark at 243-5386.

Dates to Note

Rolling Open Enrollment to Elect University Staff Plan: Anytime, Any Pay Period, Classified and A&P Faculty can switch to University Staff. See the [UHR calendar](#) for details.
Benefits Open Enrollment: [October 29-November 16](#)
Benefits Fair: November 7, 9 a.m.- 1 p.m., Newcomb Hall
Fall BBQ: October 11 Noon-2:00 p.m.; Rain Date Oct. 12

Lawyer Referral Services

The Faculty and Employee Assistance Program (FEAP) [WorkLife Program](#) partners with Legal Access to provide referrals on a variety of legal issues to local attorneys. Upon referral, the employee has a free initial consultation and reduced fees for certain services provided after the initial consultation. You must be referred through the Faculty and Employee Assistance Program in order to access this resource. Visit the [FEAP website](#) for more information.

Sign Shop Supervisor Warren Wood made an agreement with colleagues and friends earlier this summer: if they would donate to the [Charlottesville Women's Four-Miler](#), an annual fundraiser for the UVa Cancer Center Breast Care Program, he would dye his hair pink. Now, after raising over \$6000, he sports his new neon pink hair and thanks colleagues from throughout the University and area businesses for their generous support.



"I did this to support an excellent cause and to give back to friends, family and the medical and local communities that were supportive of me when I was going through cancer treatments," the two-time cancer survivor said.

Safe-Lifting Techniques are Vital

Strains are painful and expensive. To avoid strains and back injuries, your Facilities Management Safety Program advises that to lift and carry safely, use your legs, not your back. Here are some key points to remember when lifting:

- Size up the load and don't hesitate to ask for help.
- Don't lift heavy loads if you have joint injuries or other medical issues.
- To pick up a load, stand close, bend your knees, and hold the load securely.
- Don't twist your body lifting or carrying a load.
- Do not carry a load that blocks your view.

"Ask for help rather than risk a lifetime of back pain," Safety Officer Mark Breeden said. More information on safe lifting techniques is available on the [Safety Program webpage](#).

"In the last eight months alone, 24 Facilities Management employees have suffered strains resulting in \$31,262 in medical costs," Mark added. "Many of these injuries occurred when proper lifting techniques were not used. And in many cases, employees could have prevented injury if they asked others for help instead of lifting alone."

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