

# The Occupational Programs Weekly Wrap Up

UVA Facilities Management

10.15.2021

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***and as always,  
Reasons to Celebrate!***

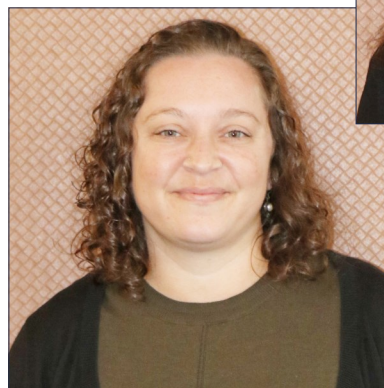
### **COVID-19 & VACCINE RESOURCES**

- It's easier than ever to get your COVID-19 vaccine!
- You can safely get your COVID-19 Vaccine and the flu shot at the same time!
- Vaccines Available in Virginia
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### **Occupational Programs Welcomes NEW Team Members!**

Shelomith Gonzalez, right, and Charlotte Endres, below, joined UVA FM OP this week!

**Learn more >>>**



**Let Us Know:** You can always email [FM-OHS@virginia.edu](mailto: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:

<https://at.virginia.edu/j9TpnP>

## **FM OCCUPATIONAL PROGRAMS WELCOMES NEW TEAM MEMBERS!**

**FM Occupational Programs** is excited to welcome two new team members!

### **Shelomith Gonzalez, OHS Manager**

Shelomith Gonzalez joined the UVA Facilities Management team this week as Occupational Health and Safety Manager. Shelomith has 17 years of experience in safety and risk management in the construction and facilities management trades and is an expert in the design and development of safety policy, procedure, and implementation. Shelomith's philosophy and approach to safety is empowering workers to prioritize their lives and wellbeing, educating them in how to do so, and to that the systems and processes that employees function within are designed to keep them safe.

Shelomith was born in Charlottesville, Virginia and her career in safety and health began while working for a family owned and operated mechanical contracting firm. The personal connection she felt to the tradesmen she had grown up around became the driving force behind her passion for safety. Many years later this concern for worker's lives continues to be the core value that informs her approach.

Shelomith's dedication to civic involvement, community and education informs all aspects of her life. She feels a deep pride in the resilience and strength of her community and a commitment to worker safety and wellbeing in the Commonwealth. She served as Vice-chair of the AGC of Virginia Safety Task Force in 2020 and in 2021 accepted the role of Chair. She also serves on the Red Cross, Central Virginia Chapter/Virginia Region Board, is a graduate of Leadership Charlottesville Class of 2019, has served as a Virginia BEST Program Mentor and presented at the annual VOSH conference and UVA Safety Summit.



**Shelomith Gonzalez**  
434-459-8656  
[zkv2bd@virginia.edu](mailto:zkv2bd@virginia.edu)

### **Charlotte Endres, Occupational Programs Coordinator**



**Charlotte Endres**  
434-459-8419  
[cae9m@virginia.edu](mailto:cae9m@virginia.edu)

Charlotte Endres is the new Occupational Programs Coordinator. She joined the Facilities Management team after returning to her hometown of Charlottesville in 2021. Charlotte grew up in and around central Virginia and earned a Bachelor of Arts degree in Latin American Studies from the University of Virginia. She spent nine years living in Sacramento, California, where she studied teaching English as a Second Language and worked in the hospitality industry, event planning and government administration. She is especially interested in LGBTQ equality and disability rights advocacy, and is passionate about her love of friends and family, travel, cooking, music and art.

## OCCUPATIONAL TRAINING

### View or Apply for UVA FM Job

### Postings

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](mailto:AskHR@virginia.edu)

### FM job listings as of 10/13/2021:

- R0029276 Inventory Control Technician
- R0029248 Facilities Services Representative
- R0028370 Senior Trades Utility Worker
- R0029244 Carpenter Senior
- R0025387 Carpenter - Construction & Renovation Services
- R0028303 Senior HVAC Mechanic, Central Grounds Zone, Evening Shift
- R0028077 Custodial Services Worker
- R0029171 Facilities Coordinator (Staff Wage)
- R0028183 Trade Utility Senior Worker, West Grounds
- R0022915 Trades Utility Senior Worker
- R0029022 Electrician
- R0029165 HVAC Mechanic, West Grounds
- R0026830 Geospatial Space Analyst
- R0026545 Sheet Metal Technician - CC&R
- R0029172 IT Help Desk Specialist
- R0029135 Trades Utilities Senior Worker, Housing Facilities
- R0029143 Systems Control Center Operator--Night Shift
- R0026554 Drywall/Plasterer - CC&R
- R0026550 Mason - CC&R
- R0026402 Electrician
- R0028857 HVAC Senior Assistant
- R0028653 Manager, Facilities
- R0028987 Geospatial BIM Project Manager
- R0028988 Senior Electrician, Newcomb Zone
- R0026697 Custodial Services Worker
- R0028826 Finance Associate
- R0022674 HVAC Mechanic
- R0025028 HVAC Senior Assistant
- R0028140 Recycling Supervisor
- R0025247 Environmental Remediation Tech
- R0025264 Senior HVAC Mechanic - 7AM-5:30PM, M - Th
- R0028560 Custodial Services Worker, Part-Time Day Shift, Central Zone
- R0025318 Recycling Program Coordinator
- R0028501 Custodial Services Worker, Central Zone

**See more UVA FM Job Listings >>>**





## OCCUPATIONAL TRAINING

### UVA FM Job Postings, Continued from previous page

- R0024783 HVAC Mechanic
- R0027779 Arborist
- R0028039 Electronic Pneumatic Tube System Technician
- R0027977 IT Desk Support (Student Wage)
- R0027823 High Voltage Electrician
- R0025382 Plumber
- R0025875 Landscape Plant Health Specialist
- R0027307 Senior HVAC Mechanic
- R0027459 Associate Director for Utility Systems Distribution
- R0027440 Electrician - CCR
- R0027431 Electrician Supervisor - CCR
- R0027143 Fire Systems Technician
- R0024318 Custodial Services Supervisor, Evening Shift
- R0027271 IT Help Desk Specialist (Staff Wage)
- R0026856 Senior Welder for Utility Systems
- R0024978 Landscape & Grounds Worker
- R0025447 Carpenter Supervisor
- R0025441 Plumber
- R0025551 Roofer
- R0020254 Space Project Manager
- R0024368 Computer Help Desk Tech (Student Wage)

### Upcoming Training Opportunities

#### NCCI Power60: Recalibration: Tools for Creating a Better Normal 10/28, 1:00-2:00pm

In this interactive workshop, a variety of tools for creating a 'better normal' post COVID will be shared. Participants will draft plans for their institution, division, or department based on their unique environmental and cultural contexts. **Participants will be able to:**

- Identify cultural factors that enable or hinder successful recalibration;
- Develop a high level change plan for recalibration;
- Assess critical virtual leadership skills.

**Register:** <https://www.ncci-cu.org/learn/power60/>

#### UVA-HR Talent Development: Bridging the Generation Gap 10/20, 2:00-4:30pm

The goal of this webinar, offered by UVA HR Learning & Development, is to build a better understanding of the multiple generations in the workplace. Participants will learn to strengthen and enhance their team's ability to improve communication by discussing the stereotypes and characteristics for each generation currently in the workforce. Participants will also discover new ways to leverage generational assets and drive organizational results.

**Register:** <https://hr.virginia.edu/events/bridging-generation-gap-10202021>

#### Implementing Change: For Yourself & Your Teams (Webinar) – Workday Learning

What does it take to succeed in a changing environment? Based on the Prosci Change Management model you will explore strategies needed to survive in today's constantly changing organization, gain a solid understanding of the change process and receive a set of tools to help manage change.

**Register:** <https://at.virginia.edu/GAUzQw>

## OCCUPATIONAL HEALTH & SAFETY

### *Bernie says!*

#### WHAT IS A SAFETY DATA SHEET (SDS)?

An SDS (formerly known as MSDS) contains information such as the properties of each chemical, including the physical, health, and environmental health hazards; protective measures; and safety precautions for handling, storing, and transporting the chemical.

It provides guidance for each specific chemical on things such as:

- Personal Protective Equipment (PPE)
- First aid procedures
- Spill clean-up procedures

#### WHO NEEDS SAFETY DATA SHEETS?

- ♦ **OSHA's Hazard Communication Standard (1910.1200)** requires that SDSs be readily accessible during each work shift to employees when they are in their work area(s).
- ♦ Facilities, shops, or labs that use chemicals must obtain an SDS that is specific to each chemical used in the workplace.

#### WHERE CAN I FIND SAFETY DATA SHEETS?

Look for a yellow binder with red writing (pictured above)

OR View UVA's SDS on the UVA Environmental Health and Safety website:

<http://ehs.virginia.edu/Chemical-Safety-SDS.html>

(Netbadge login required.)



# OCCUPATIONAL HEALTH & SAFETY

## PROTECT YOUR HEARING!

*October is National Protect Your Hearing Month — A great time to fill the “Know-Do” Gap.*

Hearing loss is the third most common chronic health condition in the U.S. Nearly twice as many people report hearing loss as report diabetes or cancer. While control processes can manage occupational noise exposure, **increasing evidence shows that recreational noise exposure can cause significant damage to individual health** ([American Society of Safety Professionals, March 2020](#)).



FM-OHS launched the Hearing Conservation Campaign on FM monitors and in the OP Wrap Up in August 2021. Let's recap key takeaways of the Campaign:

### Why do I need to protect my ears and hearing?

- ⇒ Hearing loss is often underestimated or underappreciated, usually because it is a chronic illness, and the effects don't appear until later in life.
- ⇒ As hearing loss worsens, hearing and understanding others becomes increasingly difficult, which can lead to isolation.
- ⇒ Hearing loss can impact safety at home and on the job.
- ⇒ Adverse health conditions include:
  - Cognitive (mental) decline and heart problems, such as high blood pressure and heart disease,
  - Depression and anxiety,
  - Loss of enjoyment,
  - Ringing in the ears (tinnitus) can disrupt sleep and concentration.

*Let's spread the word — positive actions make a difference!*

*Share your safe practices with us via [fm-ohs@virginia.edu](mailto:fm-ohs@virginia.edu) and receive a safety prize! We'd love to receive a picture of your safe practices and share it in the OP Wrap Up!*

**FORTUNATELY, noise-induced hearing loss is completely preventable.**

**Sources of non-work related noise exposure:** *Exposure to loud noise comes from everyday activities in our homes and communities.*

#### Everyday Activities:

- Music from smartphones and personal listening devices, particularly when the volume is set close to the maximum
- Music from home or car sound systems
- Fitness classes
- Children's toys

#### Events:

- Concerts, restaurants, and bars
- Sporting events —football, hockey, and soccer games
- Motorized sporting events, such as monster truck shows, stock car or road races, and snowmobiling
- Movie theaters

#### Tools and More:

- Power tools: Drills, saws, air compressor, etc.
- Gas-powered lawnmowers, leaf blowers and weed whackers
- Sirens
- Firearms: Recreation and hunting



# OCCUPATIONAL HEALTH & SAFETY MORE ON PROTECT YOUR HEARING!

*October is National Protect Your Hearing Month – A great time to fill the “Know-Do” Gap.*

## Sources of occupational noise exposure:

When you cannot avoid exposure to loud noise at work, make sure to wear a proper Hearing Protection Device (HPD) correctly. Here are some equipment & areas at UVA Facilities Management where you may be exposed to loud noise:

- Chainsaws,
- Woodchippers,
- Hedge trimmers, Weed eaters,
- Grinders,
- Compactors,
- Diesel generators,
- Chiller Plant,
- Heat Plant,
- Mechanical Rooms,
- Different types of power saws,
- Backpack gas leaf blowers, Electrical leaf blowers,
- Some kinds of drills; impact drills, handheld drills and hammer drills

## When do I need to wear a hearing protection device?

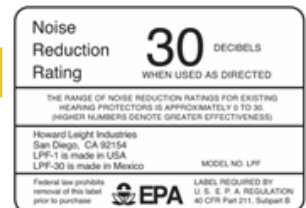
Hearing Protective Devices (HPDs) are required when noise level is at or above **85dBA**.

⇒ There are many hearing protections options, **ALWAYS** read and follow the manufacturer user instructions.



⇒ **All hearing protection devices MUST have a Noise Reduction Rating (NRR)**, or maximum protection most users can obtain when HPD is worn. This is determined by the manufacturer.

**REMEMBER: Actual noise reduction is LESS THAN HALF of the listed NRR:**



## Audiometric Testing

- You can track changes in your hearing by having **annual audiometric testing**.
- Remember UVA health plans will offer **New Hearing benefits** that will include a hearing exam (Audiometric Testing) in 2022.

**THANK YOU** for putting your hearing conservation knowledge into action keeping yourself and your loved ones safe!! Examples:

- **Going to a monster truck show** and using hearing protection devices
- **Working in your yard**, using leaf blowers and lawn mowers, and wearing hearing protection devices
- **Sharing your concerns with OHS** about loud noise tasks and processes in your work environment
- **Downloading the NIOSH Sound Level App** and use it to recognize loud noise
- **Wearing your hearing protection devices when you're exposed to loud noise**

# OCCUPATIONAL HEALTH & SAFETY

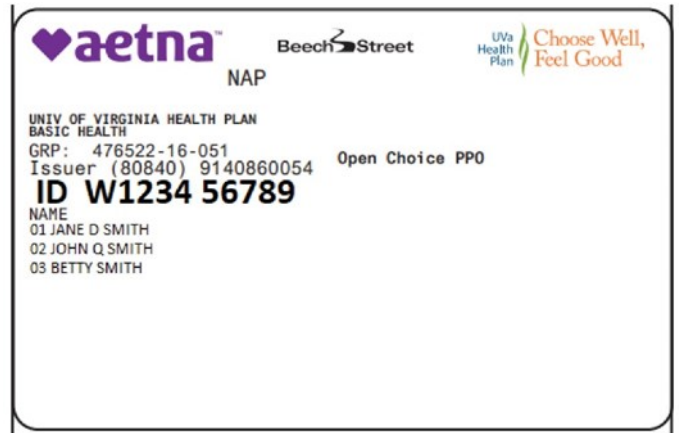
## GET YOUR FLU SHOT

### Mark Your Calendars:

UVA Work Med will hold an FM flu vaccination clinic for employees in the FM Shop Lunchroom on October 22, 2021, 7-10 AM & 3-5 PM.

UVA employees also have increased access to flu shots this year at the [UVA pharmacy locations](#) and their local in-network pharmacy locations.

Even if you have a health plan that is not UVA's, most health plans in the U.S. are required to cover the cost of the basic flu shot at 100%. In addition, Faculty, staff and team members covered by the UVA Health Plan may obtain a flu shot through their Primary Care Physician, or at one of the UVA pharmacies, CVS pharmacies, or any pharmacy in Aetna's National Pharmacy Network, if you present your Aetna card at the pharmacy. Included are pharmacies at Giant Eagle, Harris Teeter, Kmart, Kroger, Rite Aid, Walgreens, and Wegmans. Because the vaccination is covered by our health plan, you need only show your UVA Health Plan Aetna ID card.



UVA employees also have increased access to flu shots this year at the [UVA pharmacy locations](#) and their local in-network pharmacy locations.

### Helpful Tips

1. Your Aetna ID Card looks similar to the picture at top right.
2. Here is a list of vaccine providers in the Aetna network: <https://at.virginia.edu/blCbzN>
3. For easy flu shot scheduling at a CVS clinic, visit [CVS.com/Flu](https://www.cvs.com/Flu) or scan the QR code at right:
4. To schedule with a UVA Pharmacy, please contact your preferred pharmacy: [https://uvahealth.com/locations-search-advanced?loc\\_combine=pharmacy](https://uvahealth.com/locations-search-advanced?loc_combine=pharmacy)



From the UVA HR Flu Shot Update for UVA Employees <https://at.virginia.edu/OMfbMi>

## WORK SAFELY!

FM Occupational Health and Safety is here to support you and a safe working environment.

If you have any questions or concerns related to health and safety at work, speak with your supervisor, [Safety Committee representative](#), [someone from OHS](#), or submit a [near miss report](#).

**SPEAK UP!**

# SAY NO TO

**UNSAFE WORK PRACTICES**

NOTIFY YOUR SUPERVISOR, FILL OUT A NEAR MISS FORM OR CALL FM-OHS AT 434-297-6379



## OCCUPATIONAL HEALTH & SAFETY

### DID YOU KNOW? FM PROVIDES PRESCRIPTION SAFETY GLASSES!

Protect your vision! The steps for requesting prescription safety glasses:

1. Make sure your eyeglasses prescription is less than 1 year old.
2. Have your supervisor or department purchaser email your prescription, shop & org #s, and PTAO to Jessie McGann in Procurement at [jfm9n@virginia.edu](mailto:jfm9n@virginia.edu)
3. Jessie will respond with a voucher for Visionworks in Barrack's Road Shopping Center.
4. Redeem your voucher! Keep your eyes safe.



### VEHICLE USE: BEE AWARE OF THE DANGERS OF OVERCORRECTING!

1. Overcorrecting is steering too hard in reaction to an event and losing control of your vehicle. For example, if you drift onto the shoulder and then turn the steering wheel suddenly to get back onto the road.
2. Overcorrecting can be deadly. It can result in a rollover or send your vehicle across other lanes of traffic.
3. When any part of your vehicle leaves the roadway, the best practice is to bring the vehicle to a controlled stop off the road. Take your foot off the accelerator, and do not slam on the brakes.
4. Stay alert and slow down to prevent the risk of overcorrecting
5. Source SWANA Safety Reminder, shared by Sonny Beal: [https://f.hubspotusercontent20.net/hubfs/2561773/10.10.2021\\_Safety%20Matters\\_V2.pdf](https://f.hubspotusercontent20.net/hubfs/2561773/10.10.2021_Safety%20Matters_V2.pdf) Thanks, Sonny!



## REMINDERS

[OSHA.gov](https://www.osha-slc.gov) posts and emails workplace safety reminders daily.

Visit

<https://at.virginia.edu/nebFXu>  
to learn more about this one.

Visit [OSHA.gov](https://www.osha-slc.gov) to see more [workplace safety reminders of the day](#).

**WORKPLACE**

**SAFETY REMINDER**

Always maintain a 3-point contact when climbing a ladder.

## APPRENTICESHIP

### ABOUT THE ED FORD AWARD

The Ed Ford Outstanding Apprenticeship Graduate Award was established at UVA FM in 2016 by Kathleen Ford to honor the memory of her father, Edward R. Ford, a New York mason who passed away in 1985. This endowment supports \$1,000 cash award to one outstanding UVA graduating apprentice each year. It celebrates and recognizes an apprentice's outstanding contributions to their workplace and acknowledges their exceptional progress in their academic studies and professional skills development. The award winners below have demonstrated significant commitment to achieving the best possible results across their chosen trade, have inspirational qualities, and are a positive role model for others:



- \* 2016 Bryant Kidwell Electronic Technician
- \* 2017 Kristina Williams Plumbing
- \* 2018 Chelsea Short Electrical
- \* 2019 Peter Chege Electrical
- \* 2020 Stewart (Tyler) Cameron Plumbing

We look forward to being able to recognize the 2021 Ed Ford Outstanding Graduate later this year!

### BRING APPRENTICESHIP TO YOUR SCHOOL!

In high school, students make critical choices related to their future.

UVA Apprenticeship welcomes the opportunity to speak with local high schoolers about what an apprenticeship can mean for their future—Even if that future one day might include college.

Have your school's career counselor or career and technical education educator email [FM-Apprenticeship@virginia.edu](mailto:FM-Apprenticeship@virginia.edu) to schedule a visit.

### FOLLOW UVA APPRENTICESHIP



[@UVAApprentice](https://twitter.com/UVAApprentice)



<https://www.linkedin.com/groups/12189115/>

## DIVERSITY, EQUITY & INCLUSION

### Indigenous Peoples' Day or Columbus Day?

Learn More:

- **Indigenous Peoples' Day** arose as an alternative to **Columbus Day**, which Native Americans protested for honoring a man who had enabled their colonization and forced assimilation. One of the earliest celebrations of the holiday took place on October 10, 1992, in Berkeley, California.  
Read more: <https://at.virginia.edu/DTUi4r>
- **What Indigenous Peoples' Day means to Native Americans** - The idea was first proposed by Indigenous peoples at a United Nations conference in 1977 held to address discrimination against Natives, as NPR has reported. But South Dakota became the first state to replace Columbus Day with Indigenous Peoples day in 1989, officially celebrating it the following year.  
Read more: <https://at.virginia.edu/7fvHPM>
- **The first state to officially observe Columbus Day was Colorado in 1906.** Instrumental in the creation of the holiday was Angelo Noce, an Italian immigrant who was the founder of Colorado's first Italian newspaper, La Stella.  
Read more: <https://at.virginia.edu/DY2JB6>
- Columbus Day, named for the Italian explorer who sailed to the Americas on behalf of Spain more than 500 years ago, has become a painful reminder of the oppression endured by native peoples. **At the same time, the holiday remains an important part of Italian-American heritage, and for many, it is one worth keeping.**  
Read more: <https://at.virginia.edu/GrOPpF>
- **Learn more about acknowledging local indigenous people** from the UVA Kluge-Ruhe Museum: <https://kluge-ruhe.org/about/acknowledging-indigenous-owners/>

Acknowledging the Land  
in Charlottesville and  
Albemarle County, VA:

"We acknowledge the traditional custodians of the land we are on today, the Monacan Nation, and pay our respect to their elders past, present, and emerging."

### BLM and the history of African American activism

Thursday, November 11, 11:00 a.m.  
Three experts explore the evolution of the Black Lives Matter movement since its founding in 2013, setting it within the broader historical context of African American political activism.



Register: [https://virginia.zoom.us/webinar/register/WN\\_o3TGI2yARJuN4Z-3W55RqA](https://virginia.zoom.us/webinar/register/WN_o3TGI2yARJuN4Z-3W55RqA)

See more from FM DEI >>>



## DIVERSITY, EQUITY & INCLUSION

### Mental Health Awareness Week

*“Mental health conditions are extremely common amongst most communities, and UVA is no exception. On top of this prevalence, COVID has presented many additional challenges for our mental health. I urge all UVA faculty, staff, and team members to take care of your mental health.”*

- Corey Feist, Chief Executive Officer, UVA Physicians Group



Statistics from nation-wide surveys indicate that, amongst Americans:

**85%**

Say their mental health issues are causing sleep deprivation, poor physical health, reduced happiness, suffering family relationships, or isolation

**78%**

Say the pandemic has negatively affected their mental health

**+40%**

Feel hopeless, burned out or exhausted as they grapple with lives altered by COVID-19

As a UVA employee, you have many free resources available to support your mental health. FEAP has been an integral, internal resource for UVA's faculty and staff emotional and mental health needs for over 25 years, and provides free, confidential assessment, brief counseling, referral, and follow-up at no cost for a wide variety of personal concerns. Many UVA employees seek help from FEAP each month.

Facilities Management, FEAP and Hoos Well encourage you to nurture your psychological health – your emotional, mental, and social well-being. Your mental health affects how you think, feel, and act, and it contributes significantly to how you handle stress, relate to others, and make choices. Read more: <https://hr.virginia.edu/news/may-story>

To learn more about opportunities to receive support, contact FEAP:

- FEAP website: <https://uvafeap.com/>
- [FEAP@virginia.edu](mailto:FEAP@virginia.edu)
- 434-243-2643

Additional UVA resources available to support your mental well-being:

- Wisdom and Wellbeing Program: <https://www.medicalcenter.virginia.edu/www/>
- Compassionate Care Initiative at the School of Nursing: <https://cci.nursing.virginia.edu/>
- Contemplative Sciences Center: <https://csc.virginia.edu/>
- Mindfulness Center at the School of Medicine: <https://med.virginia.edu/mindfulness-center/>

**See more from FM DEI >>>**

# DIVERSITY, EQUITY & INCLUSION

## FEAP Suicide Prevention Help

While some degree of stress supports optimal functioning, when life and work demands exceed our energy and resources, a stress injury can occur, in which we no longer feel like ourselves. Suicidal thoughts can be one sign of a stress injury or illness.

### KNOW THE SIGNS:

1. **Health:** increased use of medications, alcohol, illicit drugs; talking about wanting to hurt themselves or die
2. **Emotion:** experiencing extreme mood swings; feeling hopeless or having no purpose
3. **Attitude:** being negative about professional and personal life; having inappropriate outbursts of anger or sadness
4. **Relationships:** withdrawing or isolating themselves from family, friends, and coworkers; talking about being a burden to others
5. **Temperament:** acting anxious or agitated, behaving recklessly; being uncomfortable, tired or in unbearable pain

If you notice signs of distress in a colleague, step in, reach out. Offer stress first aid.

### THE 7 “C”s of STRESS FIRST AID:

- **Check:** “You seem stressed. How are you doing?”
- **Coordinate:** Get assistance from a manager, FEAP, or others as needed.
- **Cover:** “How about we take a few minutes in the break room?”
- **Calm:** “Take a slow deep breath with me a few times.”
- **Connect:** “Who have you been able to talk to about this? Who would you want to talk with?” “FEAP has been so helpful to others, would that be helpful to you?”
- **Competence:** “There are things that we can do together to make it through today and this week.”
- **Confidence:** “The work we do is really important; you matter and make a difference.”

**How can you support mental health in the work place?** Mental health can be a difficult topic to broach for many people. A recent article in Forbes Magazine entitled “[3 Guiding Principles For Workplaces This National Suicide Prevention Month And Beyond](#)” suggests the most important rule is to “name mental health for what it is.” Rather than generalizing towards wellness terms, we should specifically name diagnosable conditions, thereby reducing the stigma surrounding them. Best practices include:

- ◆ **Focus on resilience.** Instead of “suicide attempter,” say “a person who has lived through a suicide attempt.”
- ◆ **Don’t assume impairment.** Instead of “suffering from” or “struggling with” mental health, say “living with” or “managing” a mental health condition.
- ◆ **Avoid derisive or trivializing comments tied to mental health, such as calling someone “crazy” or “insane,” or saying “I’m OCD” to describe cleanliness.** Creating a culture of support around mental health in the workplace is another important step in raising awareness for and valuing the importance of mental health.

### **In mental health emergencies, call 911. Other Crisis Services:**

- **Local: Region Ten CSB Crisis Services** Charlottesville & Albemarle, Luisa, Fluvanna, Nelson and Greene. 434.972.1800 <https://regionten.org/services/crisis-services/>
- **State/National: Text HOME to 741741** from anywhere in the US about any type of crisis. A live, trained crisis counselor will receive the text and respond quickly.
- **National Suicide Prevention Lifeline: 1.800.273.8255**
- **American Foundation for Suicide Prevention: <https://afsp.org/>**
- **NIMH: <https://www.nimh.nih.gov/>**
- **FEAP is here to help you.** For employees and their families, we offer assessment, brief counseling, referral, and follow-up at no cost for a wide variety of personal concerns. Visit our website to learn more, or contact us: <https://uvafeap.com/>

## DIVERSITY, EQUITY & INCLUSION

### UVA E&U Wins the 2021 IDEA Innovation Award for its Chiller Plant Technology

UVA FM DEI would like to highlight the following article featured in [UVA Today on October 11](#):



At its annual conference in Austin, Texas, the International District Energy Association presented the University of Virginia with the 2021 IDEA Innovation Award for its submission, “Automated Chiller Tube Cleaning Improves Chilled Water Plant Efficiency.”

In 2014, UVA was presented a little-known technology from Innovas Technologies designed to automate tube cleaning and tube fouling prevention in their chiller condensers, and was interested in testing the overall impact to chilled water plant operations. Seven years later, UVA’s decision to innovate has led to widespread technology adoption at UVA. The University now operates 20 water-cooled chillers with automated tube cleaning systems, delivering approximately 20,000 tons of cooling.

***“While the initial vision and strategy that led to this point was conceived by just a few, it took a true team effort to stay the course,” said Justin Callihan, associate director for energy and utilities at UVA. “Without adoption by operations and maintenance personnel, efforts like these can, and often do, fall short of their intended target.***

***“Not only did the team members adopt the new technology initially, they supported the additional installations in a multitude of ways and have even made some enhancements to systems. In an industry where success often means no one knows you exist unless something bad happens, it can be difficult to find innovative solutions that are worth the risk. This was a perfect example of a low-risk and elegant solution to a well-known issue.”***

The award was presented in person Sept. 28 at the IDEA Networking and Recognition Lunch to Paul Zmick, UVA’s director of energy and utilities. Innovas Technologies was also a key partner to UVA.

Source: <https://at.virginia.edu/zOvpld>



## IT'S EASIER THAN EVER TO GET YOUR COVID-19 VACCINE!



### Make your plan today.

Schedule your free vaccine using any of the resources below:

- [Vaccines.gov](https://www.vaccines.gov)
- Blue Ridge Health District:  
<https://at.virginia.edu/MU5RI9>

OR

Plan to visit a walk-in clinic: <https://at.virginia.edu/JhDgmD>

Remember to use your PHEL for any time away from work.

[Learn more about the available vaccines in the US >>](#)

### Need Help?

Call 877-829-4682

to help you find available vaccination clinics near you, answer questions about vaccination and other COVID-19 topics, and more.

Open Monday-Friday  
from 8 a.m. to 6 p.m.

## IT'S SAFE TO GET THE FLU SHOT & COVID-19 VACCINE/BOOSTER AT THE SAME TIME!

**Staying up to date on all vaccinations will be especially important this year, experts say.**

Since people were masked and staying home, last year's flu season barely registered. This year, it's unclear how intense the flu season will be with more places reopening.

The CDC recommends an annual flu vaccine for everyone 6 months and older, and says ideally everyone should be vaccinated by the end of October. It takes 10 to 14 days for the flu vaccine to take full effect so if you wait until the flu begins circulating, your body may not have time to build up protection. Vaccine options vary by age but include several types of shots or a nasal spray version.

**One caution: COVID-19, colds and flu all share similar symptoms so if you feel ill, the CDC says to postpone a vaccination appointment until you're better to avoid getting others sick.**

*This information is from the CDC via the AP: <https://at.virginia.edu/tfwKee>*

To find an appointment for a COVID-19 Vaccine, see above or visit [vaccinate.virginia.gov](https://vaccinate.virginia.gov) or call 877-829-4682, TTY users call 7-1-1). Assistance is available in English, Spanish, and more than 100 other languages.

If you are receiving your second dose, third dose, or booster shot, bring your COVID-19 vaccine card or vaccine record with QR code. If you need a copy of your vaccine record, visit [vaccinate.virginia.gov](https://vaccinate.virginia.gov).

[Learn more about getting your flu shot >>>](#)

***Vaccination remains the best way to end the pandemic, and unvaccinated individuals are at the highest risk of severe illness due to COVID-19 or Flu.***

Everyone 12 or older who lives or works in Virginia is eligible to be vaccinated against COVID-19. To learn more about COVID-19, visit [www.vdh.virginia.gov/coronavirus/covid-19-in-virginia/](https://www.vdh.virginia.gov/coronavirus/covid-19-in-virginia/). Have questions or need help scheduling an appointment? Contact the BRHD Hotline at 434-972-6261.

# COVID-19 RESOURCES

## THIRD DOSES AND BOOSTER SHOTS

The FDA and CDC ACIP have approved a 3rd dose of COVID-19 vaccines for **people who are moderately to severely immunocompromised** that received an Pfizer or Moderna vaccine. Blue Ridge Health District is now offering 3rd doses to individuals who are moderately to severely immunocompromised. Third doses of COVID vaccines should be the same manufacturer (Pfizer for ages 12+ or Moderna for ages 18+) as the previous two doses when possible, but this is not required. Additional doses are not approved for individuals who received Johnson & Johnson vaccines.

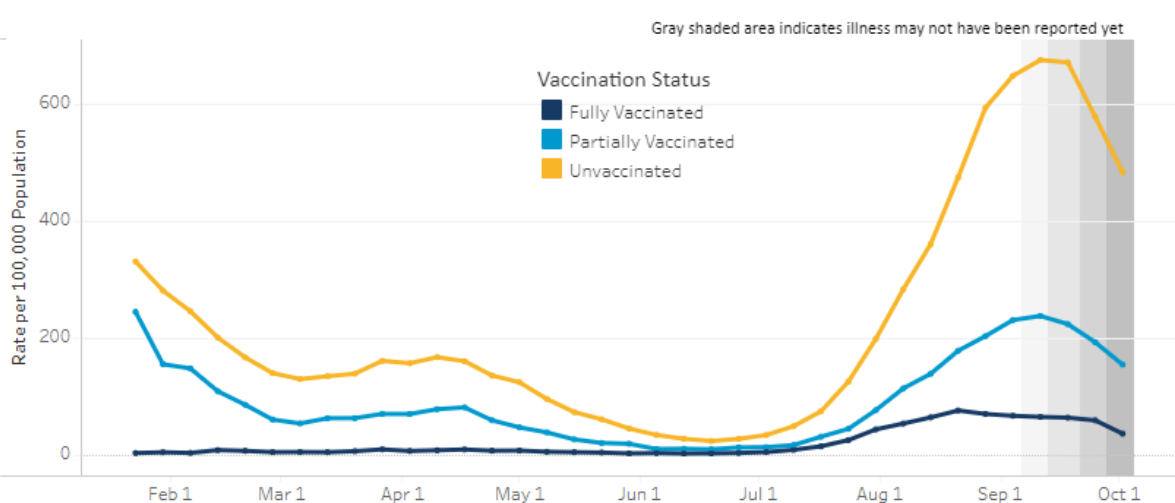
	<b>Pfizer-BioNTech</b> <b>[Español]</b>	<b>Moderna</b> <b>[Español]</b>	<b>Johnson &amp; Johnson</b> <b>(Janssen)</b> <b>[Español]</b>
<b>Available for ages</b>	12+	18+	18+
<b>How many shots are needed?</b>	Two shots, 21 days apart	Two shots, 28 days apart	One shot
<b>When will I be fully vaccinated?</b>	14 days after your second shot	14 days after your second shot	14 days after your shot
<b>Is an additional dose recommended?</b>	Yes, for some individuals who have a weak immune system	Yes, for some individuals who have a weak immune system	Not at this time
<b>Authorization status</b>	FDA Approved	Emergency Use Authorization	Emergency Use Authorization

Source: <https://www.vdh.virginia.gov/covid-19-vaccine/>

### Immunocompromised? How to get a 3rd Dose

Third doses through BRHD are by appointment only which can be found online at [BlueRidgeHD.org](http://BlueRidgeHD.org) or calling the hotline at 434-972-6261.

### COVID-19 Case Rates in Virginia by Vaccination Status



Between 1/17/2021 & 10/2/2021, unvaccinated individuals developed COVID-19 at a rate 6.5 times higher than fully vaccinated and 2.4 times higher than partially vaccinated individuals.

Source: Virginia Dept. of Health <https://at.virginia.edu/4u6myh>

# COVID-19 RESOURCES

## KEY REMINDERS ABOUT COVID-19 AT UVA

- 93% of the UVA community are fully vaccinated as of September 15, 2021! Schedule yours: <https://vaccinate.virginia.gov/>
- If you have any symptoms, contact Employee Health immediately: 434-924-2013
- If you are a close contact or have a household member test positive for COVID-19, contact Employee Health for guidance: 434-924-2013
- Unvaccinated people should wear masks any time they are around other people and take extra precautions to avoid crowded spaces or other environments where there is increased risk of transmission.
- Everyone is strongly encouraged to get a flu vaccine once it is available.

Source: <https://news.virginia.edu/content/answering-key-questions-about-covid-19-uva>

## LOCAL COMMUNITY TRANSMISSION LEVELS

“Community Transmission” is defined as spread of an illness for which the source of infection is unknown, or simply encountered in the local community, like grocery shopping or at the movie theater.

Because COVID-19 is highly transmissible and can be spread by people who do not know they have the disease, risk of transmission within a community can be difficult to determine.

**Community spread in Charlottesville and surrounding counties that employees may commute from remains HIGH.**

We still need to:

- Follow healthy hygiene practices
- Stay at home when sick with any symptoms
- Practice physical distancing to lower the risk of disease spread
- Use a cloth face covering in indoor and community settings when physical distancing cannot be maintained and where required.

Source: <https://covid.cdc.gov/covid-data-tracker/#county-view>

County/Locality	Community Transmission Rate
Albemarle/C'ville	High
Amherst	High
Augusta	High
Buckingham	High
Fluvanna	High
Louisa	High
Greene	High
Madison	High
Nelson	High
Orange	High
Rockingham	High



# COVID-19 RESOURCES

## TESTING RESOURCES/PREVALENCE TESTING FOR UVA FM EMPLOYEES

- **UVA-required prevalence testing for unvaccinated employees: Saliva testing at the Student Activities Building, by appointment ONLY:**
  - Make an appointment: <https://time2test.sites.virginia.edu/> (log in with Netbadge.)
  - See sites & hours: <https://besafe.virginia.edu/testing-sites-and-hours>  
*If you have had COVID-19, you are exempt from testing for **150 days** after your positive test.*
- **Illness or symptoms, regardless of your vaccination status:** Stay home, inform your supervisor, and call Employee Health for testing and/or guidance at 434-924-2013.
- **If you think you have been exposed, OR someone in your close contacts or household has symptoms,** reach out to Employee Health for testing and/or guidance at 434-924-2013.
- **If you are not experiencing symptoms, but would like to test for peace of mind:**
  - **Let's Get Checked at-home kit**—this test will not satisfy UVA's prevalence testing requirements for unvaccinated employees: <https://at.virginia.edu/oAkYIE>
  - **UVA Asymptomatic Saliva Testing**, details listed above.

*Remember: What is mild for you may be life-threatening for another.*

[SEE VDH if you are interested in COVID-19 testing for a family member or non-UVA employee >>>](#)

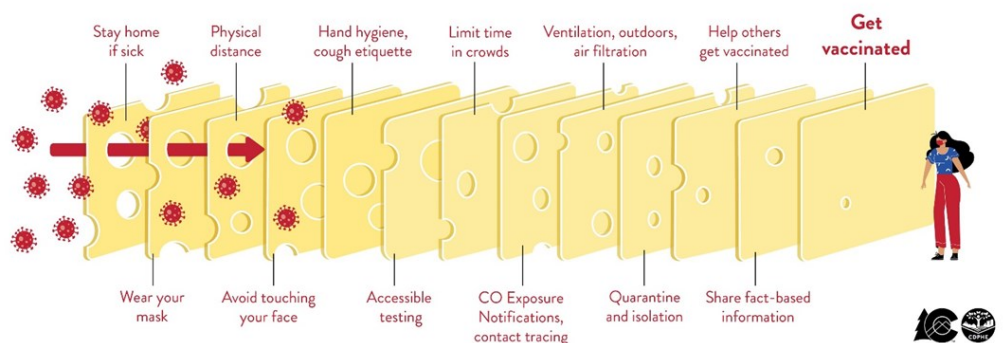
## FACE COVERS: STILL WORTH IT

Face covering requirements at UVA FM, per [Policy SEC-045](#) and [FM's On-Grounds Work Guidelines](#):

- **Unvaccinated** students, faculty, staff, contractors, and visitors **must wear a face cover outdoors** even when they can maintain a physical distance of at least six feet.
- **Everyone** must wear a face cover when:
  - In shared spaces indoors.
  - In FM vehicles with a passenger
  - In [UVA Health facilities](#)
  - At saliva testing facilities
  - Engaged with K-12 students
  - Using public transportation (UTS, other buses, taxis, rideshares, etc.)
  - In the **Shoe Truck**
- Consider wearing a face cover outside of work **during activities or outings with others who are not fully vaccinated.**

### THE SWISS CHEESE MODEL OF COVID-19 PREVENTION

We need multiple layers of defense to stop the spread of COVID-19. Some layers have fewer holes than others, but the more layers we add, the safer we'll be.





# 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.

**October 15: National Cheese Curd Day**

**October 16: World Food Day**

**October 17: Wear Something Gaudy Day**

**October 18: National Chocolate Cupcake  
Day**

**October 19: LGBTQ Center Awareness Day**

**October 20: International Sloth Day**

**October 21: International Day of the Nacho**

**October 22: Smart is Cool Day**