

The Occupational Programs Weekly Wrap Up

UVA Facilities Management

11.19.2021

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***Don't forget:
Reasons to Celebrate!***

Happy Holidays to everyone celebrating this coming week! The OP Wrap Up will return on December 3.



Thanksgiving is Nov. 25.
Hanukkah starts Nov. 28.



Let Us Know:

You can always email FM-OHS@virginia.edu if you have suggestions, questions, 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>

APPRENTICESHIP



National

APPRENTICESHIP WEEK

NOVEMBER 15-21, 2021

National Apprenticeship Week is a nationwide celebration to showcase the successes and value of Registered Apprenticeship for re-building our economy, advancing racial and gender equity, and supporting underserved communities. NAW highlights how Registered Apprenticeship provides a critical talent pipeline that addresses our nation's workforce challenges such as supporting a clean energy workforce, modernizing our cybersecurity response, addressing public health issues, and rebuilding our country's infrastructure.

Thank you to the FM tradespeople, subject matter experts, and on-the-job trainers that make our outstanding program possible.

RECAP: FM Apprentice Graduation — Nov. 10, 2021

The 2021 graduating class is comprised of nine skilled tradespeople who have developed and demonstrated proficiency in their chosen trade while also rising to meet challenges associated with the COVID-19 pandemic. These graduates were honored at a small ceremony held November 10. Since its creation in 1982, more than 200 individuals have graduated from the UVA Apprenticeship Program.



A group photo of the graduates (left to right): Timothy Griffith, Matthew Wood, Nathan Henderson, Stephen Allen, Jacob Tolbert, Trevor Martin, Luke Henry. Not pictured: Donita Wagley and Markel Randolph.

See more photos: <https://at.virginia.edu/QZPud1>

DIVERSITY, EQUITY & INCLUSION

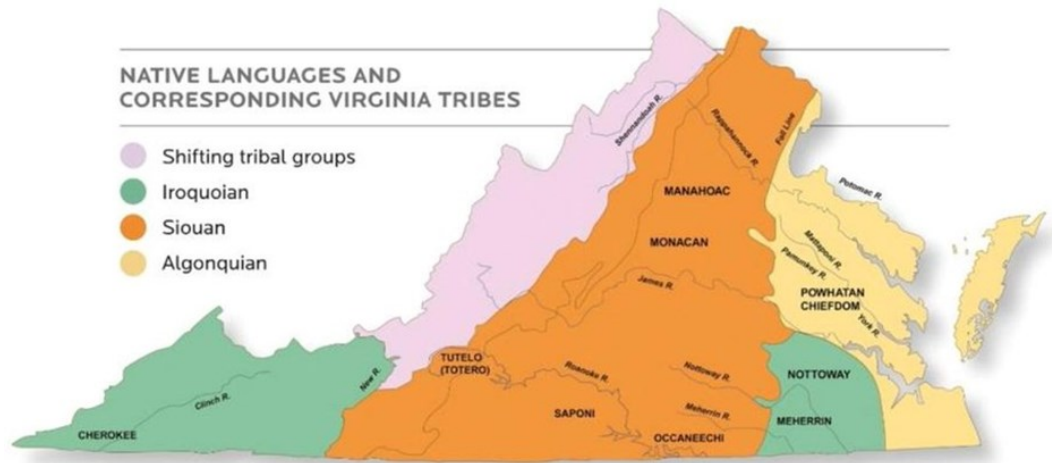


November is Native American Heritage Month

On November 15th, President Biden signed an order to address the crisis of violence against Native Americans in the US. Federal officials will work with tribal nations to create a strategy towards improving safety and justice. Learn more: <https://at.virginia.edu/kvfl43>

The Monacan Indian

Nation is the native tribe that controlled the area between the Fall Line in Richmond and the Blue Ridge Mountains. We acknowledge that we live, learn and work on the traditional territory of the Monacan Indian Nation.



Learn more: <https://monacannation.com>

While UVA is on Monacan Land, there are 10 more state recognized tribes in Virginia. To learn more information about these tribes visit <https://www.commonwealth.virginia.gov/virginia-indians/state-recognized-tribes/>

We can take the simple action to acknowledge the traditional inhabitants of the land that we live, learn, and work on.

Learn why and how we can Honor Native Land in this video:

<https://www.youtube.com/watch?v=ETOhNzBsiKA&t=38s>

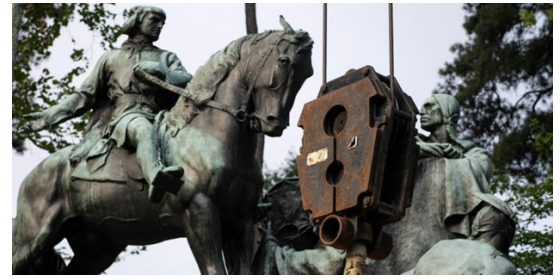


See more from FM DEI >>>

DIVERSITY, EQUITY & INCLUSION

Native American Heritage Month, *continued*

The removal of the George Rogers Clark statue was recommended in the 2020 Racial Equity Task Force report. The statue, which has long been a source of pain for Native Americans at UVA and in the community, was removed in July of this year. **Learn more:** <https://news.virginia.edu/content/photos-removal-george-rogers-clark-statue>



COURTESY OF BETTMANN/CORBIS

In honor of Native American Heritage Month, learn more about **Russell Means**. Means founded the International Treaty Council, which was responsible for the United Nations Declaration on the Rights of Indigenous Peoples: http://educatingfordemocracy.education.virginia.edu/sites/educatingfordemocracy/files/2021-02/Russell_Means.pdf

Join The Center as they conclude their series

"Indigenous Americans - We're Still Here". The next event, *The Future of Native Americans* will take place online Wednesday, December 1, 5:30–7:00pm.



#NativeInspired Recipes from PBS Food



Blue Corn, Bear Root, and Resilience

Experience Karlos Baca's family recipe that tells a tale of the foodscapes in his homeland



Tradition of Squash Pie

Using wild and locally sourced ingredients, Tashia recreates the balance of flavors

Register: <https://>

[thecenterville.org/calendar/
event/31263](https://thecenterville.org/calendar/event/31263)

Celebrate the history, culture, and traditions of American Indians and Alaska Natives in a special collection of films and programs from PBS, including Native Inspired Recipes! Learn more:

<https://www.pbs.org/specials/native-american-heritage-month/>

The 5th Annual Pocahontas Reframed Film Festival will be on November 19-21 in Richmond, VA. The Festival aims to raise awareness about Native American language, cultures, and societies through film. Learn about attending the film festival both in-person and virtually: <https://pocahontasreframed.com/>



OCCUPATIONAL HEALTH & SAFETY



Bernie says!

BEE AWARE: 3 FUNDAMENTAL AREAS OF MACHINERY

All machines consist of three fundamental areas: the point of operation, the power transmission device, and the operating controls. Despite all machines having the same basic components, their safeguarding needs widely differ due to varying physical characteristics and operator involvement.

Point of operation

The point of operation is where work is performed on the material, such as cutting, shaping, boring, or forming of stock.

Power transmission device

The power transmission apparatus is all components of the mechanical system which transmit energy to the part of the machine performing the work. These components include flywheels, pulleys, belts, connecting rods, couplings, cams, spindles, chains, cranks, and gears.

Operating controls

A mechanical or electrical power control shall be provided on each machine to make it possible for the operator to cut off the power from each machine without leaving his position at the point of operation.

Basic Machinery Parts and Hazards

Three fundamental machine areas:

- Point of operation
- Power transmission device
- Operating controls – mechanical or electric power control



Source: OSHA



Point of Operation on a Bench Grinder

Power Transmission Devices properly being guarded on an S & Drive Machine

Is there a machine or tool in your area without proper safeguards? Are you not sure if your machine needs safeguards?

Contact FM-OHS@virginia.edu or submit a near miss: <https://at.virginia.edu/FMNearMiss>

OCCUPATIONAL HEALTH & SAFETY

CELEBRATING NO-SHAVE NOVEMBER



FM-OHS appreciates employees' enthusiasm for **No-Shave November** (<https://no-shave.org/>), but please make sure to take care of yourself and prevent any respiratory diseases.

If you are required to wear your assigned tight-fitting respirator to do your job, you must be clean shaven (no beard, goatee, or mustache below the side of the mouth).



REMEMBER

- Inhalation, through the lungs (breathing in), is a way to be exposed to hazards. Exposure to contaminated air can have both acute and chronic effects:
 - **Acute exposure**: The time between exposure and symptoms is very short (seconds, minutes, hours)
 - **Chronic exposure**: The time between exposure and symptoms is very long (months, years)
- Protection from chronic exposure is often overlooked because the effects are delayed. People tend to only worry about what affects them immediately.
- Respiratory protection aims to prevent exposure from both acute and chronic effects. Both are equally potentially harmful.

If you have questions about the FM Respiratory Protection Program or at-work respiratory hazards, email FM-OHS@virginia.edu.

OCCUPATIONAL HEALTH & SAFETY

GET YOUR FLU SHOT

UVA employees 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 from UVA, 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.



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



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

If you received your flu shot somewhere other than UVA-based clinics:

Bring proof of vaccination (you can get this from wherever you got your flu shot) to UVA Work Med between 8:00 AM and 4:30 PM on any weekday and receive a '21-'22 sticker for your UVA ID badge .

'21-'22

Did you know? It's safe to get your flu shot & your COVID-19 vaccine/booster at the same time!

Learn more >>

OCCUPATIONAL HEALTH & SAFETY

FM SHOE TRUCK: WINTER BOOTS

If needed, winter boots are available to designated UVA employees that must work snow/cold weather duty. *If this is not your first pair, old winter boots must be turned in to receive new ones.*

Request a voucher:

1. Be sure the employee is designated. Learn more: <https://hr.virginia.edu/time/emergency-event-status>
2. The employee or their supervisor can submit a request via the safety shoe request form: <https://at.virginia.edu/R66H4U> – Employee requests go to your supervisor for review.

If you have a new employee starting and you would like them to pick up winter boots during onboarding, email FM-OHS@virginia.edu prior to their start date.

REMINDERS:

- FM employees can visit the shoe truck by appointment ONLY. 7:00-8:00 AM is reserved for new employees.
- Only one FM employee at a time is allowed on the truck.
- Face covers are required at all times on the shoe truck.
- Winter boots are expected to last employees for several years, as our winters have been mild.

REMINDERS

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

Download the UVA Emergency Procedures Poster on the OHS Forms page:

<https://at.virginia.edu/FM-OHSForms>

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

WORKPLACE

SAFETY REMINDER

Review emergency plans with all workers.

WORK SAFELY!

SAY NO TO
UNSAFE WORK PRACTICES

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

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](#).

OCCUPATIONAL TRAINING

Training Opportunities: Workday Learning

Check out **FREE Workday Learning** to build your skills in the following areas:

- **Electrical Systems: Panel Boards, Frequency Drives, and Transformers**

Learn about all three types of equipment, find out what variants of each you'll encounter, and learn how to work with them. **Enroll:** <https://at.virginia.edu/nWS8zZ>

- **Construction Management: Reading Drawings & Specifications**

Learn how to read construction drawings. Jim Rogers helps you acquire this important skillset by taking you through the different components that make up construction plans, and helping you understand the language of construction drawings. He covers types of views, highlights different kinds of construction drawings—including architectural drawings, electrical drawings, and plumbing drawings—explains how to read general notes, and more.

Enroll: <https://at.virginia.edu/KIb9bt>

- **Construction Math Foundations**

Learn the mathematics you need to succeed in a skilled trade—estimation, project management, or working in the field. The course is a practical and straightforward guide to the math construction professionals need to use the most. **Enroll:** <https://at.virginia.edu/5DinWE>

- **Microsoft Teams Quick Tips**

Learn tricks for working with messages and teams, customizing the interface, setting up notifications, running meetings, and more. **Enroll:** <https://at.virginia.edu/IRClpS>

- **Human-Centered Leadership**

The future of business requires organizations to adopt a human-centered view of leadership. In this course, Sesil Pir shares strategies designed to help you connect to your purpose as a leader and build more sustainable organizations. She introduces the core human attributes necessary for human-centered leadership and shares inside-out and outside-in interventions for supporting the development of trust-based environments. **Enroll:** <https://at.virginia.edu/itxGZc>

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

See UVA FM Job Listings >>>

OCCUPATIONAL TRAINING

UVA FM Job Postings



FM job listings as of 11/17/2021:

- R0030560 Carpenter Senior
- R0022674 HVAC Mechanic
- R0030280 Chiller Plant Zone Supervisor
- R0030524 Boiler Operator
- R0030567 Electrical Assistant
- R0030513 Custodial Services Worker, Evening Shift
- R0030357 Electronic Door Supervisor
- R0030544 Carpenter - Construction & Renovation Services
- R0030510 Custodial Services Worker
- R0030474 Custodial Services Worker
- R0030468 Electrician Senior
- R0030487 Fire Systems Assistant Technician
- R0030397 Plumber Assistant
- R0024318 Custodial Services Supervisor, Evening Shift
- R0029754 General Services Technician
- R0026830 Geospatial Space Analyst
- R0026820 Instrumentation & Controls Technician
- R0024978 Landscape & Grounds Worker
- R0029961 Landscape Supervisor
- R0030217 Logistics Coordinator
- R0030369 Maintenance Zone Manager
- R0025441 Plumber
- R0026856 Senior Welder for Utility Systems
- R0030315 Utilities Manager
- R0027152 Custodial Services Supervisor, Housing
- R0029999 Licensed Tradespeople (HVAC, Electrical or Plumbing), Shift
- R0030261 Operations Supervisor
- R0030008 Fire and Safety Equipment Inspector
- R0030022 Senior HVAC Assistant
- R0029244 Carpenter Senior
- R0028772 Instrumentation Engineering Technician
- R0025875 Landscape Plant Health Specialist
- R0029177 Mason Plasterer
- R0025551 Roofer
- R0028303 Senior HVAC Mechanic, Central Grounds Zone, Evening Shift
- R0029749 Trades Utility Worker
- R0028077 Custodial Services Worker
- R0026554 Drywall/Plasterer - CC&R
- R0026402 Electrician
- R0029022 Electrician
- R0029165 HVAC Mechanic, West Grounds
- R0026550 Mason - CC&R
- R0026545 Sheet Metal Technician - CC&R
- R0029135 Trades Utilities Senior Worker, Housing Facilities
- R0022915 Trades Utility Senior Worker
- R0025247 Environmental Remediation Tech
- R0028826 Finance Associate
- R0025318 Recycling Program Coordinator
- R0028140 Recycling Supervisor
- R0025264 Senior HVAC Mechanic - 7AM-5:30PM, M - Th
- R0027779 Arborist
- R0027440 Electrician - CCR
- R0024783 HVAC Mechanic
- R0027823 High Voltage Electrician
- R0027977 IT Desk Support (Student Wage)
- R0025382 Plumber
- R0027523 Senior Contracts Negotiator
- R0025447 Carpenter Supervisor

COVID-19 RESOURCES

HOW TO CELEBRATE THE HOLIDAYS SAFELY



Many of us are looking forward to gathering for the holidays. The best way to minimize the risk of illness and keep your family and friends safer is to follow the guidelines below and **to get vaccinated if you're eligible**. *Most individuals over the age of 5 can now be vaccinated against COVID-19.*

- **Getting vaccinated** is the best way to protect those under 5 and others who cannot be vaccinated or may be immunocompromised.
- **Wear well-fitting masks over your nose and mouth if:**
 - You are **not fully vaccinated** and are in a public, indoor setting (supermarkets, movie theaters, etc.).
 - You are **fully vaccinated** and in public indoor settings **in communities with substantial to high transmission**.
- **Gather outdoors:** Outdoors is safer than indoors.
- **Avoid crowded, poorly ventilated spaces.**
- **If you are sick or have symptoms:**
 - **Don't host or attend a gathering.**
 - **Let your supervisor know.** *Do not come to work if you are sick.*
 - **Contact Employee Health** for guidance: 434-924-2013

If you are traveling for the holidays, visit **CDC's Travel page** to find tips for you and your family. *The CDC recommends delaying travel until you are **fully vaccinated**.*

Other special considerations:

- **People who have weakened immune systems due to a condition or necessary medications may not be fully protected** even if they are fully vaccinated and have received an additional dose. They should continue to take all precautions recommended for unvaccinated people, including wearing a well-fitted mask.
- **You may choose to wear a mask if a member of your household has a weakened immune system, is at increased risk for severe disease, or is unvaccinated.**
- **If you are gathering with a group of people from multiple households, you could consider additional precautions** (e.g., avoiding crowded indoor spaces before travel, taking a test) in advance of gathering to further protect each other,
- **Do not put a face cover on children younger than 2 years old.**

By working together, we can enjoy safer holidays, travel, and protect our own health as well as the health of our family and friends.

Source: <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/holidays/celebrations.html>

COVID-19 RESOURCES

BE SAFEST: MAKE SURE YOU'RE VACCINATED IN TIME

In order to be fully vaccinated against COVID-19 for:

Thanksgiving (Nov. 25)

⚠️ **by Nov. 11:** Get your single-dose of **Johnson & Johnson**

Hanukkah (starts Nov. 28)

⚠️ **by Nov. 14:** Get your single-dose of **Johnson & Johnson**

Christmas (Dec. 25)

- ⚠️ • **Moderna:** first dose by **Nov. 13**
- **Pfizer:** first dose by **Nov. 20**
- **Johnson & Johnson:** single dose by **Dec. 11**

Kwanzaa (starts Dec. 26)

- ⚠️ • **Moderna:** first dose by **Nov. 14**
- **Pfizer:** first dose by **Nov. 21**
- **Johnson & Johnson:** single dose by **Dec. 12**

New Years Eve (Dec. 31)

- ⚠️ • **Moderna:** first dose by **Nov. 19**
- **Pfizer:** first dose by **Nov. 26**
- **Johnson & Johnson:** single dose by **Dec. 17**

⚠️ *Don't delay! Make your plan today!* ⚠️

BRHD To be fully vaccinated against COVID-19 for **CHRISTMAS (Dec. 25)**

START your vaccine series by

- Nov. 13** First Dose of Moderna
- Nov. 20** First Dose of Pfizer
- Dec. 11** Single Dose of Johnson & Johnson

COVID-19 Hotline: 434-972-6261
Email: BRHealthDistrict@gmail.com BlueRidgeHD.org

BRHD To be fully vaccinated against COVID-19 for **NEW YEARS EVE (Dec. 31)**

START your vaccine series by

- Nov. 19** First Dose of Moderna
- Nov. 26** First Dose of Pfizer
- Dec. 17** Single Dose of Johnson & Johnson

COVID-19 Hotline: 434-972-6261
Email: BRHealthDistrict@gmail.com BlueRidgeHD.org

BRHD To be fully vaccinated against COVID-19 for **KWANZAA (Starts Dec. 26)**

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COVID-19 Hotline: 434-972-6261
Email: BRHealthDistrict@gmail.com BlueRidgeHD.org

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 YOUR 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.

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. 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 share similar symptoms. 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>

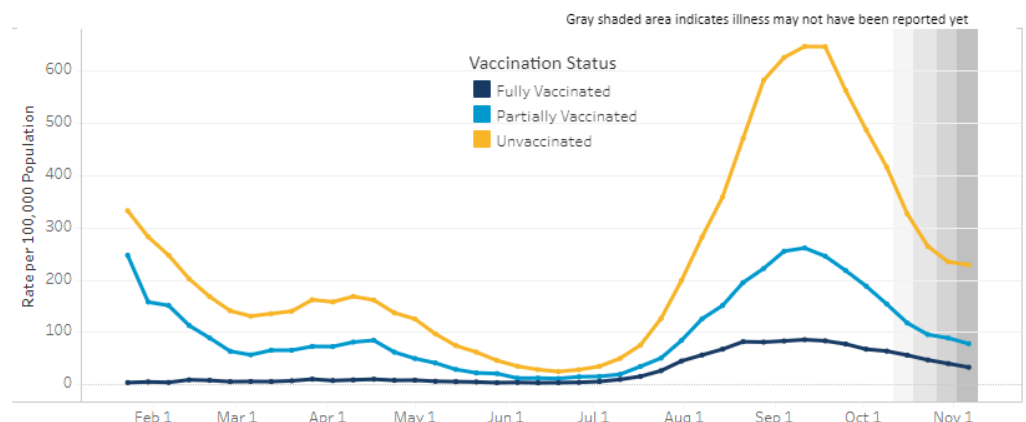
[Learn more about getting your flu shot >>>](#)

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

COVID-19 Case Rates in Virginia by Vaccination Status

Between 1/17/2021 & 11/6/2021, unvaccinated individuals developed COVID-19 at a rate 4.8 times higher than fully vaccinated and 2.3 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 and/or immunocompromised individuals 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.

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 & Substantial.

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	Substantial
Nelson	Substantial
Amherst	High
Augusta	High
Buckingham	High
Fluvanna	High
Louisa	High
Greene	High
Madison	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](#):

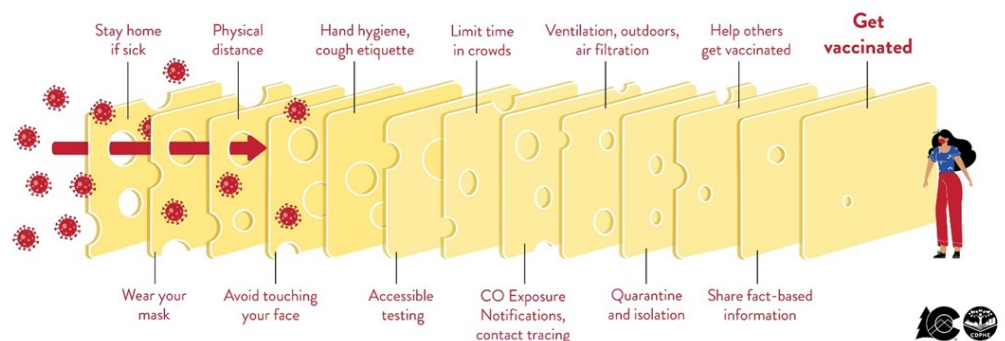
- Unvaccinated students, faculty, staff, contractors, and visitors **must wear a face cover outdoors.**
- **Everyone** must wear a face cover when:

- **In shared spaces indoors.**
- **In FM vehicles with a passenger**
- **Indoors at any [UVA properties](#)**
- **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.

November 19: World Toilet Day

November 20: National Adoption Day

November 21: World Hello Day

**November 22: National Cranberry Relish
Day**

November 23: Fibonacci Day

**November 24: Celebrate Your Unique Talent
Day**

November 25: Thanksgiving

**November 26: Native American Heritage
Day**