

# The Occupational Programs Weekly Wrap Up

UVA Facilities Management

03.04.2022

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## ***Save the Date!***



## **FM Apprenticeship Job Fair**

**April 12, Alumni Hall**

**9:30 AM to 11:30 AM**

**Open to the public**

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

***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>

## Women in Construction Week: March 6-12

WIC Week™, or Women in Construction Week™, celebrates, educates and promotes the role of women in the construction industry. NAWIC held the first WIC Week in 1998 and it has grown and expanded each year since.

Many of our local

chapters hold WIC Week events, which can include making presentations to high school classes, job site tours, luncheons and virtual events.

The theme for this year's WIC Week is "Envision Equity" which seeks to raise awareness of opportunities for women to enjoy a wide range of roles in the construction industry, from tradeswomen to project managers to administrative positions and even business ownership.

Construction firms of all sizes and types participate in WIC Week and show support for their women employees and for women interested in construction careers.

Learn More: <https://wicweek2022.my.canva.site/>

## Pancake Appreciation Breakfast: March 9

Thank you, UVA employees and team members, for all that you do!

Please join UVA HR & leadership for a Staff Appreciation Breakfast catered by the Fresh Food Company. Senior leaders will be in attendance to thank you for your service to the University. The HR Benefits team will also be on site to answer any questions.



Wednesday, March 9 from 7:00 - 9:00 am

Second Floor of Newcomb Hall

No RSVP required. Free parking available at [Central Grounds Parking Garage](#).

Details: <https://hr.virginia.edu/news/pancake-breakfast>

# OCCUPATIONAL HEALTH & SAFETY

## WORLD HEARING DAY

**To hear for life,  
listen with care!**



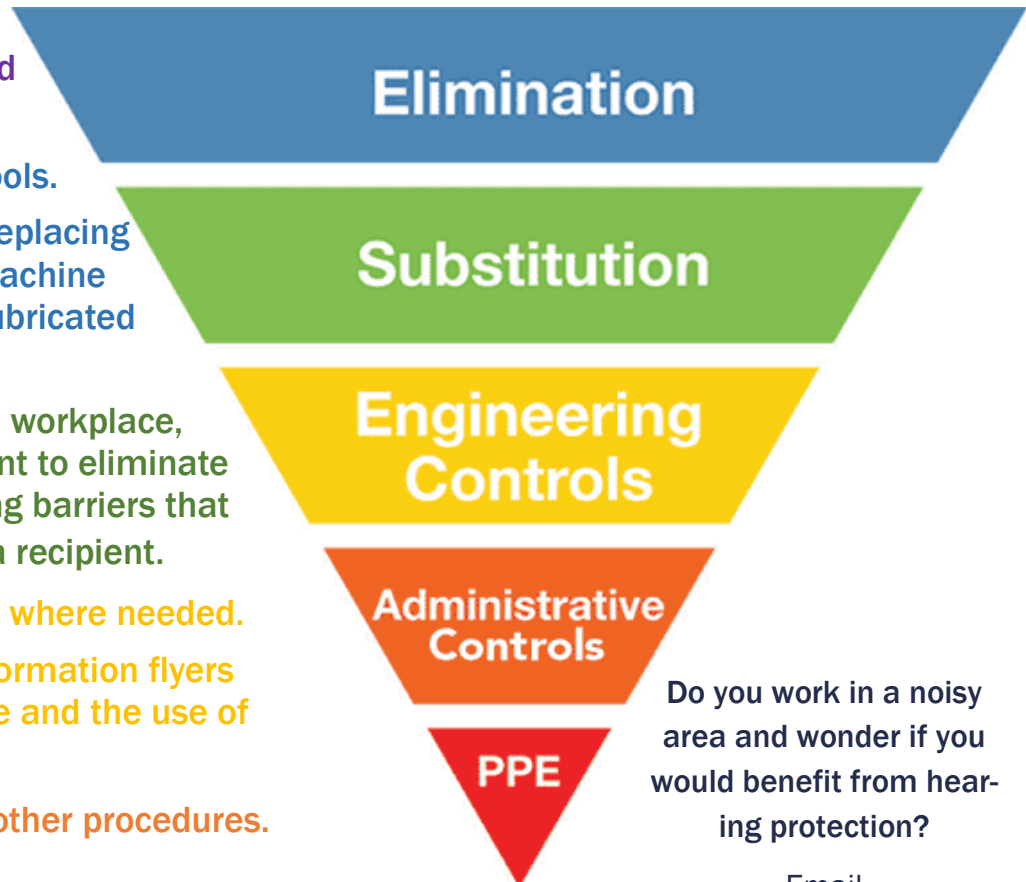
**World Hearing Day 2022 (3 March)**

**Yesterday was World Hearing Day!**

Learn more: <https://www.who.int/campaigns/world-hearing-day/2022>

**We can use the Hierarchy of Controls to do our part and protect our hearing at work and home.**

- Eliminate the noise source.
- Avoid loud, noisy activities and places.
- Buy quieter equipment and tools.
- Reduce equipment noise by replacing worn, loose, or unbalanced machine parts. Keep equipment well-lubricated and maintained.
- Make physical changes to the workplace, such as redesigning equipment to eliminate noise sources and constructing barriers that prevent noise from reaching a recipient.
- Train employees. Use signage where needed.
- Pay attention to signs and information flyers warning of possible loud noise and the use of hearing protection.
- Create shift rotation plans & other procedures.
- Take breaks from the noise.
- **Choose the right hearing protection device and wear it properly.**



Do you work in a noisy area and wonder if you would benefit from hearing protection?

Email

[FM-OHS@virginia.edu](mailto:FM-OHS@virginia.edu) to request noise sampling!

## OCCUPATIONAL HEALTH & SAFETY

### MARCH SAFETY CHAMPION: HASAN AL MULHEM



Facilities Management would like to recognize Hasan Al Mulhem as the March 2022 Safety Champion for his attentiveness and actions after the last January snowstorm. Hasan, a senior trades assistant in FM Housing Maintenance, was on the way back to the maintenance shop at Lambeth housing when he noticed an underground electrical service enclosure had been damaged near the road. The damage had created a hole in the top of the normally weather-sealed enclosure, creating a trip/fall hazard, as well as allowing rain and melting snow to encroach on fragile equipment and connections within the enclosure. Assessing the hazard present, Hasan immediately placed a caution cone near the opening and reported it to his manager for further correction. Hasan's attention to detail and quick thinking prevented a possible accident and absolutely prevented further water intrusion into an electrical enclosure. FM would like to extend our thanks to Hasan for taking action and knowing safety means looking out for and correcting potential hazards in our surroundings.

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

### WORK SAFELY!

FM Occupational Health & 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 rep.](#), [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

### LADDER SAFETY

March is National Ladder Safety Month, so now is the time to ensure you know how to use a ladder safely.

Falls are one of the top 3 most common disabling workplace injuries.

Practice safe climbing by:

- **Being attentive** to what you are doing and your surroundings.
- **Using towlines, tool belt, or an assistant to convey materials** so that your hands are free.
- **Climbing slowly and deliberately** while avoiding sudden movements.
- **Keeping three points of contact** on the ladder at all times.
- **Never moving a ladder while standing on it.**
- **Keeping the center of your body between the ladder side rails** when climbing and working.
- **Never overreaching or leaning** while working on a ladder.

Learn more at [laddersafetymonth.com](http://laddersafetymonth.com).

*Special thanks to Sonny Beal for sharing this [SWANA Safety Tip](#).*

### MORE LADDER SAFETY

[OSHA.gov](#) posts and emails workplace safety reminders daily.

Visit

<https://at.virginia.edu/yc2ivn> to learn more about this one.

Visit [OSHA.gov](#) to see more workplace safety reminders of the day.



Set the ladder at the proper angle.

## **OCCUPATIONAL HEALTH & SAFETY**

### **Important Reminder for OHS Training Sessions**

UVA FM-OHS is considering the implications of the recent spike in COVID cases and how it impacts our community, Facilities Management, and OHS training. Training that is critical to keeping our employees safe cannot be delayed; and there are some tasks for which employees are required by Federal and State laws to have up-to-date training. OHS is conducting in-person training with the following precautions to prevent the spread of illness. **We appreciate your collaboration in balancing our critical needs for employee health and safety.**

#### **Requirements for OHS Training Sessions:**

- **Masks MUST always be worn properly at all times.** OHS trainers will have additional masks at training classes to offer employees. Anyone not wearing a mask or continuing to wear a mask improperly will be asked to leave and your supervisor will be notified.
- **Mask requirements:**
  - A KN95 face mask OR
  - A medical grade, three-ply face mask OR
  - You **MUST** wear a medical grade, three-ply face mask over your cloth face covering (double-mask).
- **All face coverings MUST be tight-fitting and completely cover your nose AND mouth.**
- **Physical distancing will be in place with either reduced class sizes or larger rooms** to allow safe spacing between attendees. Most OHS trainings have moved to Zehmer Hall to accommodate our trainings, additional space & physical distancing. If you feel a room needs an adjustment to its set-up, please ask.
- **Be responsible for your health** prior to and when attending class and be considerate of other employees.
- **If you have been exposed to a COVID+ case, are awaiting test results, or are experiencing any symptoms of illness, please respond to [fm-ohs@virginia.edu](mailto:fm-ohs@virginia.edu) and ask to be rescheduled.**
- **During COVID, employees are responsible for maintaining their training requirements and attending assigned sessions to properly perform job responsibilities.**

This approach is in line with current UVA, CDC, and local public health officials' policies and guidelines. **OHS will reassess policies for in-person training as needed. The team will evaluate individual cases of expired or overdue training; and in some cases, employees may not be able to perform tasks until the training requirement has been met.**

Contact [fm-ohs@virginia.edu](mailto:fm-ohs@virginia.edu) or call 434-297-6379 if you have any questions.

Thank you for your patience, understanding, and collaboration.

## DIVERSITY, EQUITY & INCLUSION



### Inclusive Excellence Update: Climate and Intergroup Relations

FM employees, pictured above, Nina Green, Corey Hoffman, Lester Jackson and Dana Schroder kickoff the Climate and Intergroup Relations area of the FM Inclusive Excellence action plan in March. Stay tuned for updates from this area as well as Access and Success and ways *you* can be involved.

To learn more please visit the DEI website: <https://diversity.fm.virginia.edu/inclusive-excellence.html>

### Employee Resource Groups

There are several ways to get involved with employee groups who share your interests, or those you would like to support including— UVA Disability Advocacy and Action Committee, Native and Indigenous Relations Community, Women’s Leadership Council, UVA Black Faculty and Staff Resource Group, Military Service and Veteran Employee Resource Group, and LGBT Committee—among many others.

Weekly in this space we will share updates with you from these groups and FM representatives and contacts you can reach out to if you’d like to learn more or get involved. These groups will also be available on the FM DEI website soon!

### Events

- March is National Women’s History Month the theme being, “Women Providing Healing, Promoting Hope,” click here to learn more—<https://nationalwomenshistoryalliance.org/2022-theme/>, <https://womenshistorymonth.gov/>
- March 6-12 is National Women in Construction Week with the them ‘Envision Equity,’ click here to learn more—<https://wicweek2022.my.canva.site/>
- June 19-26 Civil Rights Tour will traverse the American South to visit former plantations, Civil Rights historical sites, museums, and memorials to inspire honest, inclusive narratives about the ongoing struggles for racial justice, click here to learn more— <https://insiderexpeditions.com/charlottesville-civil-rights-tour/>

*To learn more about these events or share any DEI updates, please contact Emily Douglas at [em4hg@virginia.edu](mailto:em4hg@virginia.edu) or [FM-DEI@virginia.edu](mailto:FM-DEI@virginia.edu)—thank you!*

## **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.*

#### **FM Job Listings as of 3/2/2022:**

Questions on job listings should be directed to [AskHR@virginia.edu](mailto:AskHR@virginia.edu)

- R0028077 Custodial Services Worker
- R0030991 Custodial Services Worker
- R0031108 Recycling Worker
- R0032007 Landscape & Grounds Worker
- R0028140 Recycling Supervisor
- R0033575 Senior HVAC Mechanic
- R0033668 Quality Control Inspector
- R0033619 Fleet Service Analyst
- R0033175 Station Facilities Superintendent
- R0033637 Pipefitter/Steamfitter Senior
- R0033616 Pipefitter/Steamfitter
- R0031374 HVAC Mechanic
- R0030397 Plumber Assistant
- R0026856 Senior Welder for Utility Systems
- R0032158 Operator/Pipe Layer or Senior Operator/Pipe Layer
- R0032242 Licensed Tradespeople (HVAC, Electrical or Plumbing), Weekday Evening Shift Monday - Friday 3:30pm to 11:30pm
- R0033178 Electronic Door Mechanic
- R0033313 Custodial Services Worker - Wednesday- Sunday, 12:00pm - 8:30pm
- R0030487 Fire Systems Assistant Technician
- R0032728 Operator Assistant - Heat Plant
- R0030474 Custodial Services Workers for Shifts Monday-Friday: 3:00pm - 11:30pm; 4:00pm - 12:30am; and 5:00am - 1:30pm
- R0033071 Electrician - CCR
- R0033029 Painter
- R0024783 HVAC Mechanic
- R0032873 Custodial Services Worker - M - F 5:00 AM - 1:30 PM
- R0032750 Construction Project Manager
- R0032868 Custodial Services Worker - HSPP 5:00pm-1:30am
- R0032871 Custodial Services Worker - 10am -6:30pm shift and 5am-1:30pm shift
- R0032977 Sheet Metal Assistant Technician - CC&R
- R0032833 Electrician Senior
- R0032538 Zone Maintenance Supervisor, McCormick Zone
- R0032788 HVAC Assistant Mechanic
- R0032487 Fire Systems Technician
- R0032687 Electrical Assistant - HSPP
- R0032413 Senior HVAC Mechanic - Health System Physical Plant
- R0030560 Carpenter Senior
- R0030524 Boiler Operator
- R0032122 Construction Administration Manager
- R0030791 Instrumentation & Controls Technician
- R0031242 Historic Masonry Supervisor

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



## OCCUPATIONAL TRAINING

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

- R0031155 Instrumentation & Controls Technician
- R0026545 Sheet Metal Technician - CC&R
- R0031380 Trades Utility Senior Worker
- R0030609 Elevator Assistant Mechanic
- R0030564 General Services Supervisor
- R0025441 Plumber
- R0030982 Utilities Supervisor
- R0030544 Carpenter - Construction & Renovation Services
- R0030513 Custodial Services Worker, Evening Shift
- R0030510 Custodial Services Worker
- R0029754 General Services Technician
- R0030315 Utilities Manager
- R0025875 Landscape Plant Health Specialist
- R0027779 Arborist
- R0026402 Electrician
- R0025247 Environmental Remediation Tech
- R0027977 IT Desk Support (Student Wage)
- R0026550 Mason - CC&R

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## Start Your Career Development Journey with UVA HR's Career Tools

UVA wants to help you prepare for your ongoing career development within the University. [Career Tools](#) from UVA Human Resources can assist in your career path.

- **Job Seeker Resources** are specialized modules that include how to update and refine your resume, analyze a job description, and use LinkedIn to network.
- **Strategies for Success** are several short, on-demand presentations to help you with all aspects of your job search. This series focuses upon areas where job seekers often get stuck or discouraged.

Learn More: <https://hr.virginia.edu/career-tools>

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## Training for Current Managers & Supervisors

Attention managers and supervisors! The waitlist is now open for the following workshops offered in collaboration with Employee Relations.

- **Progressive Discipline Overview:** A progressive discipline policy is a multi-step process, progressing in severity with continued violations of policy. In this interactive workshop, we'll analyze sample cases that violate state and University policy. By engaging in activities and group discussions, this builds skills in the management and application of employee discipline - while strengthening the organization through the strategic relevance of existing policy.
- **Written Notice Writing Workshop:** Crafting a written notice is an interactive process between the manager and your Employee Relations Consultants. This workshop glides goes through the process of data collection, analysis and policy interpretations in an upbeat and stress-free environment.

If you are interested in attending either of these workshops email [fm-training@virginia.edu](mailto:fm-training@virginia.edu) to be added to the waitlist. Additional details to come.

## OCCUPATIONAL TRAINING

### Training Opportunities

#### Implicit Bias Module Series

The Kirwan Institute offers a free and self-paced course on understanding and interrupting implicit bias.

<http://kirwaninstitute.osu.edu/implicit-bias-training/>

#### Making the Leap from Peer to Manager

March 24, 2022, 3:00 PM - 5:00 PM. Via Zoom

Transitioning from a peer to a manager can be an exciting and challenging opportunity. This class helps you identify actions you can take to position yourself for success as a manager. You'll also learn tips on how to interact with your former peers after you step into your manager role.

Register: <https://at.virginia.edu/eGpgWv>

#### Free Tutoring for K-12 Children of UVA Staff

## *Free virtual tutoring!*



Children of UVA Staff are eligible for **free virtual tutoring** in **k-12 subjects** from volunteer student tutors.



Choose **when** and **how often** you'd like your children to be tutored.



**Browse available tutors** online to find the best fit.

**Get started!** <https://at.virginia.edu/freeuvatutoring>



### Reminder: Face Coverings are still important!

Per [UVA's Policy SEC-045](#), Facilities Management requires face covers to be worn at all times while indoors at UVA properties, unless alone in an office or vehicle. Due to the increased contagiousness of COVID-19, UVA strongly recommends wearing a medical grade three-ply mask instead of a single-layer fabric mask.

Three-ply, fabric, & KN95 masks are available for your team through [the online form](#).

## WELLNESS

### Learning Opportunities:

#### **Boost Your Financial Wellbeing**

UVA Health Plan participants can earn \$25 in rewards by participating in financial well-being webinars. Three webinars scheduled for March will focus on **taxes, financial well-being for women, and investing in a 529 account** for future higher education expenses.

See the dates & details:

<https://hr.virginia.edu/wellness/financial-well-being/financial-wellness-webinars>

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## COVID-19 RESOURCES

### Helpful Links

- **UVA Policy SEC-045-COVID-19 Health & Safety Requirement:** <https://uvapolicy.virginia.edu/policy/SEC-045>
  - **OHS COVID-19 Resources:** <https://www.fm.virginia.edu/depts/ohs/covid-resources.html>
  - **FM COVID-19 Communications:** <https://www.fm.virginia.edu/employees/intranet/covid.html>
  - **KN95 mask information and resources:** <https://at.virginia.edu/ajCNgF>
  - **FM face cover & mask request form:** <https://at.virginia.edu/UVAFMMatReq>
  - **VDH Isolation and Quarantine Calculator:** <https://www.vdh.virginia.gov/coronavirus/isolation-quarantine/>
- 

### CDC Updates Vaccination Status Definitions

On January 16, 2022, CDC updated their definitions of vaccination status. You are considered **“fully vaccinated”** two weeks after the completion of your primary vaccine series (either 2 doses of Pfizer/Moderna or 1 dose of Johnson & Johnson). You are considered **“up to date”** or **“boosted”** after receiving any brand of booster dose. If you received Pfizer or Moderna for your primary series, you are eligible for a booster dose 5 months after the second dose. If you received J&J, booster eligibility begins 2 months following your initial vaccination.

**Similar to other vaccines, like TDAP where you receive an initial vaccine and a booster dose later, staying up to date is the best way to protect yourself from the risks and negative health effects of COVID-19 infection.**

To read more from the CDC on how to determine your vaccination status, visit their vaccination page: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/stay-up-to-date.html>

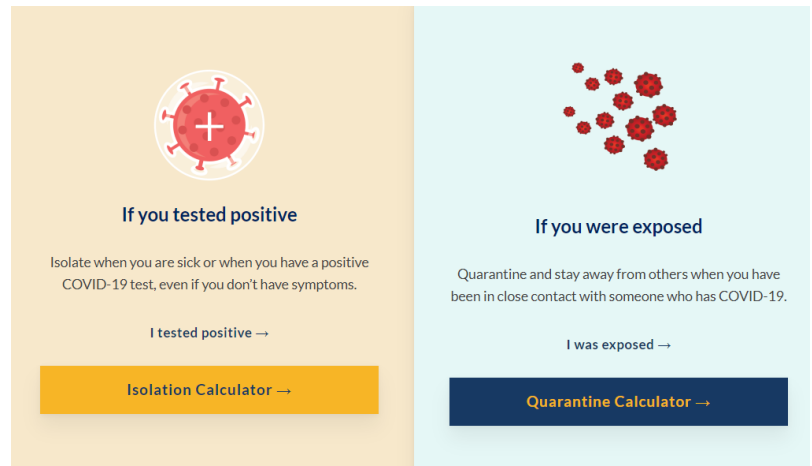
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## COVID-19 RESOURCES

### UPDATES FROM THE VIRGINIA DEPARTMENT OF HEALTH

#### Isolation and Quarantine Calculator

With at-home testing becoming more available, as well as the recent uptick in mild COVID-19 cases, it can be a little confusing to know how many days to quarantine or isolate when you have been exposed to or have tested positive. VDH has developed an online Quarantine Calculator tool that you can use to easily create a plan to isolate or quarantine to protect those around you. **This tool is designed to help you identify a specific date to test after close contact and a specific date to end isolation after a positive test or symptoms.**



Check out the VDH Isolation and Quarantine Calculator:

<https://www.vdh.virginia.gov/coronavirus/isolation-quarantine/>

### DATA UPDATES FROM THE VIRGINIA DEPARTMENT OF HEALTH

**Booster Protection:** The most recent CDC reports show that mRNA (Pfizer or Moderna brand) vaccine booster doses are still offering high levels of protection against serious illness, hospitalization, and death from COVID-19. During the latest Omicron surge, data has shown vaccine effectiveness against hospitalization to be 91% during the first two months after a booster dose and 78% in the four or more months after a booster. While approximately 69% of our District's population have finished their primary series, only about 38% of BRHD residents have received a booster dose. Getting a booster dose is one of the best ways to protect yourself against a COVID-19 infection and potential long term negative health consequences.

To schedule your booster appointment, go to [vaccines.gov](https://www.vaccines.gov). To read more about the report, visit the CDC's statement: <https://www.cdc.gov/media/releases/2022/s0211-covid-19-boosters.html>

**Virginia Hospitalizations:** Out of all 50 states, Virginia is currently facing the sharpest increase in daily death averages. While case numbers begin to decrease as we exit the surge, many of those with severe illness from COVID-19 remain hospitalized. To help ease the strain on our overburdened health system and decrease your chance of hospitalization, use a layered approach to COVID-19 mitigation: wear a mask, get vaccinated and boosted, and maintain a safe physical distance.

See the Virginia Department of Health Data Dashboard:

<https://www.vdh.virginia.gov/coronavirus/see-the-numbers/covid-19-in-virginia/>

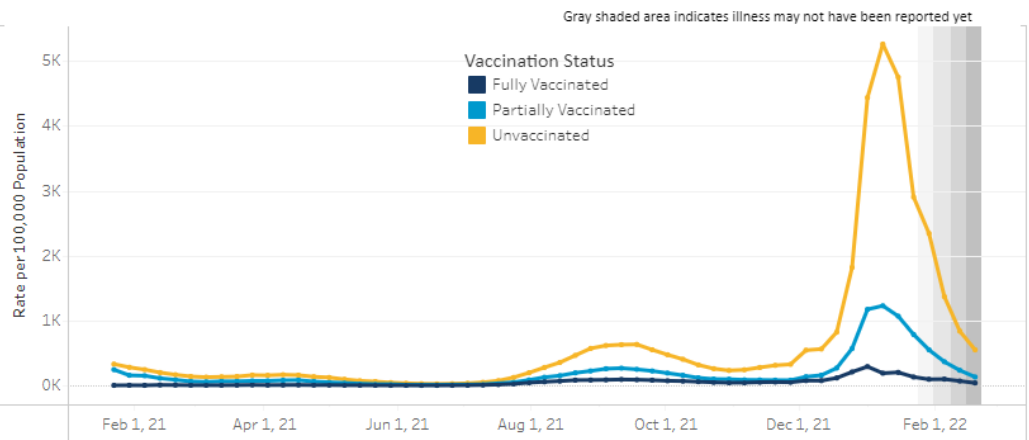
# COVID-19 RESOURCES

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

Between 1/17/2021 & 2/19/2022, unvaccinated individuals developed COVID-19 at a rate **4.4 times higher than fully vaccinated** and **2.0 times higher than partially vaccinated individuals**.

**Breakthrough infections:** As of 2/12/2022, **6,083,159 Virginians have been fully vaccinated**

**against COVID-19.** Of these people, **2.6%** have developed COVID-19, **0.064%** have been hospitalized, and **0.0226%** have died.



- Because no vaccine is 100% effective, it is expected to see some fully vaccinated people get infected.
- In most cases, these people do not have symptoms or have only mild symptoms. These infections might also be shorter in duration.
- Breakthrough cases occur for all vaccine-preventable conditions.

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

**Every Layer Protects Us**

**PREVENT**

- Vaccinate
- Mask
- Distance
- Wash

**YOU**

**CONTAIN**

- Test
- Trace
- Isolate

**PEOPLE YOU LOVE**

VDH VIRGINIA DEPARTMENT OF HEALTH

VACCINATE VIRGINIA

Vaccinate.Virginia.gov · 877-VAX-IN-VA (877-829-4682)

## **COVID-19 RESOURCES**

### **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.

## **UVA COVID-19 VACCINE & BOOSTER REQUIREMENTS**

Per UVA Health System policy, **OCH-002: Occupational Health Screening and Maintenance:**

UVA Health Tier 1 team members (employees whose job-related activities require them to be present in Health System Facilities at any time in a given calendar year) are required to get the basic COVID vaccination. Tier 1 employees are strongly encouraged but not required to get the booster. Tier 2 team members are strongly encouraged but not required to get either the basic vaccination or the booster.

See OCH-002: <https://at.virginia.edu/zzt4uF>

### **What is “Long COVID”?**

Most people who catch COVID-19 get better within a few weeks. However, some people experience conditions or symptoms that last weeks or months after they appear to be fully recovered. These can be a range of new, returning, or ongoing health problems. Even people who did not have symptoms (also called asymptomatic infections) can experience this in the days or weeks after they were infected can have conditions as a result of their COVID-19 infection.

These are called “post-COVID conditions” and may also be known as long COVID, long-haul COVID, post-acute COVID-19, long-term effects of COVID, or chronic COVID. CDC and experts around the world are working to learn more about short- and long-term health effects associated with COVID-19, who gets them, and why.

***Vaccination greatly reduces the risk of post-COVID conditions by preventing COVID-19 in the first place.***

Learn more: <https://www.cdc.gov/coronavirus/2019-ncov/long-term-effects/index.html>



# 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.

**March 4: March Forth**

**March 5: National Cheese Doodle Day**

**March 6: Women in Construction Week**

**March 7: National Be Heard Day**

**March 8: International Women's Day**

**March 9: National Meatball Day**

**March 10: International Day of  
Awesomeness**

**March 11: World Plumbing Day**