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Let Us Know: You can always email 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.
DIVERSITY, EQUITY & INCLUSION

Inclusive Excellence Update:

→ Coffee & Pastry Delivery was a great success, we hope you felt appreciated – check out the extra ‘thanks’ below sent to team members via our QR code!

→ Didn’t get a change to pass along the gratitude?
No worries, scan or click the QR Code at right and we’ll be sure to share your thankfulness here and at our fall appreciation event (details coming soon!).

To Alex Muirhead: “Thank you for being a great counselor and a leader. Please continue to guide new employees and create career paths, as this is great motivation for younger employees to prosper and grow in their fields.” - Anonymous

To John Marshall: “Thank you for teaching me about all of the new advanced mechanical, electrical, and plumbing that I am not accustomed to seeing. I have appreciated all of your knowledge and your detailed teaching of how the systems work together.” - Anonymous

To Betty Bowman and Bree Knick: “Thank you for everything you do for us every day.” - Scott Guynes

To Zeljko Bajs: “Thank you for being a great boss while I was rotating in your zone. You run a great area and have a great crew and I hope to come back.” - Gabe Reedy

To Geri Findley: “Thank you for your continued support and love!” - Jessica Snow

To Norman Hughes: “He’s the champion of positivity. And is the most upstanding individual I know at the University.” - Nicholas DeVito

To Geri: “Thank you for always being available to help me out and working with me to help me improve and grow as an employee of the university.” - Maggie

To Tracy: “Thank you so much for all you do and always ready with a smile and laughter.” - Maggie

To Tiffanny Morris: “Thank you for being the kind of leader that I would like to emulate.” - Anonymous

More gratitude coming next week—stay tuned for more appreciation from our teams!
DIVERSITY, EQUITY & INCLUSION

DEI Events & Resources:

English Classes Available for FM Employees

→ Registration is open for fall and spring session English classes
  
    → Fall session begins the week of September 19th for 10 sessions
    
    → Spring session begins the week of February 13th for 10 sessions
  
→ Complete the online form to register for both sessions and sign up for an intake session at Language Commons on Friday, August 19th.
  
→ Please register by August 15th.


Multicultural Student Services (MSS) and the Division for Diversity, Equity, and Inclusion (DDEI) will be partnering this year to share a comprehensive calendar of events that will celebrate Latin American Heritage Month.

→ If you have an event planned, please let us know so that we can share widely. Please submit information on your event(s) using the form below by Monday, August 29, 2022.

→ If you are considering an event where additional funding could be beneficial, please let us know and we will review your request. Faculty, staff, students, and community partners are all invited to submit requests for such events. Priority consideration with respect to funding will be given to proposals that are submitted by Monday, August 15, 2022. Notifications regarding awarded funding will go out by the beginning of September.

→ All event/programming information and specific promotional or co-sponsorship requests can be submitted here.

Register Here for English Classes:

https://at.virginia.edu/fwKQaV
APPRENTICESHIP

Onboarding Continues!

The newest class of apprentices have finished up their first week of orientation and will be released to their first set of zone rotations at the end of next week. If you see these new skilled trades apprentices at work be sure to welcome them to UVA FM!

Thank you to trainers, supervisors, managers, and everyone offering onboarding support and helping prepare the next generation of skilled tradespeople!

If you are interested in volunteering at work to instruct apprentices, email FM-Apprenticeship@virginia.edu with a quick note on what skills you are willing to share and why you’re passionate about skilled trades education.

See more staff news from FM’s On Grounds: https://www.fm.virginia.edu/employees/employeenews/index.html

Walter Sabwa

Tripp Bailey

Jessie Gammon

Evan Wagner

Damien Harris

Chelséa Lewis

Viktor Golovanev

The new 2+2 Apprenticeship cohort.
**Leadership Connection: Sharing the “Big Picture”**

A noted professor and leadership author Warren G. Bennis once shared, “Leadership is about the ability to translate a vision into reality”. **Great!** So, how does that happen? How can we get there?

The challenge is from time to time, our team message may conflict with our department message, organizational values, or mission, resulting in confusion or misalignment. A leader’s role (in part) in the organization is to determine and share that message effectively with the team.

“Go there, do this.” – “Why?”

“Move this and do that.” - “Why?”

“Create this and reconfigure that.” - “Why?”

**Does this sound familiar?** Sharing the “big picture” with your teams and helping them understand why they are doing what they are doing, and how it relates to larger department and/or organizational goals. This can seem like a small act, but can have a huge impact on employees’ engagement and team productivity.

Learn more about how to develop goals that align your team and improve performance from Fast Company: [https://at.virginia.edu/Z4dqKS](https://at.virginia.edu/Z4dqKS)

**View or Apply for UVA FM Job Postings**

Current UVA Employees: Search for and apply to jobs using your existing [Workday account](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](https://uva.wd1.myworkdayjobs.com/UVAJobs)

Not all listings are available to external applicants.

**FM Job Listings as of 8/3/2022:**

- R0038888 Custodial Services Workers for Monday-Friday 11:00pm - 7:30am shift
- R0038515 Sustainable Information Technology (IT) (Student Wage)
- R0038674 Senior Plumber
- R0038651 Custodial Services Workers for Monday-Friday 4:00pm - 12:30am shift
- R0038117 Electrician/Electrician Senior Assistant
- R0038683 Maintenance Inventory Specialist
- R0038663 Custodial Services Supervisor
- R0038599 HVAC Mechanic
- R0038594 Senior Trades Utility Worker
- R0038619 Assistant Manager for Zone Operations
- R0038593 HVAC Mechanic/HVAC Senior Assistant
- R0038303 Custodial Services Worker -SUNDAY - THURSDAY 5:00 AM - 1:30 PM
- R0038218 Construction Administration Manager/Senior Construction Administration Manager
- R0038190 Supervisory Team Leader
- R0038423 Senior Administrative Coordinator, Facilities Management

Questions on job listings should be directed to AskHR@virginia.edu
BEE AWARE: LIFE’S ESSENTIAL 8

The American Heart Association has recently updated their “Life’s Essential 8” - or eight things everyone should take extra care to maintain & improve their health. Better cardiovascular health helps lower the risk for heart disease, stroke and other major health problems. The Essential 8 are divided into two areas: Health Behaviors and Health Factors.

**Health Behaviors**

1. **Diet:** Aim for an overall healthy eating pattern that includes whole foods, lots of fruits and vegetables, lean protein, nuts, seeds, and cooking in non-tropical oils such as olive and canola.

2. **Physical Activity:** Adults should get 2 ½ hours of moderate or 75 minutes of vigorous physical activity per week. Kids should have 60 minutes every day, including play and structured activities.

3. **Nicotine Exposure:** Use of inhaled nicotine delivery products (traditional cigarettes, e-cigarettes, vaping) is the leading cause of preventable death in the U.S.

4. **Sleep Duration:** Most adults need 7-9 hours of sleep each night. Children require more: 10 -16 hours for ages 5 and younger, including naps; 9-12 hours for ages 6-12; and 8-10 hours for ages 13-18. Adequate sleep promotes healing, improves brain function and reduces the risk for chronic diseases.

**Health Factors**

5. **Weight:** Understanding how many calories you take in and your activity level can help you identify changes you want to make. To lose weight, you need to burn more calories than you eat.

6. **Cholesterol:** High levels of non-HDL, or “bad,” cholesterol can lead to heart disease. Your health care professional can consider non-HDL cholesterol as the preferred number to monitor, rather than total cholesterol, because it can be measured without fasting beforehand and is reliably calculated among all people.

7. **Blood Sugar:** Over time, high levels of blood sugar can damage your heart, kidneys, eyes and nerves. Monitoring hemoglobin A1c can better reflect long-term control in people with diabetes or prediabetes.

8. **Blood Pressure:** Keeping your blood pressure within acceptable ranges can keep you healthier longer. Levels less than 120/80 mm Hg are optimal.

GET EQUIPPED: SALE TAX HOLIDAY AUG. 5-7
This weekend is the Virginia Sales Tax Holiday: You can buy qualifying school supplies, clothing, footwear, hurricane & emergency preparedness items, and Energy Star™ and WaterSense™ products without paying sales tax.

What items are eligible?

School supplies, clothing, and footwear
→ Qualified school supplies - $20 or less per item
→ Qualified clothing and footwear - $100 or less per item

Hurricane and emergency preparedness products
→ Portable generators - $1,000 or less per item
→ Gas-powered chainsaws - $350 or less per item
→ Chainsaw accessories - $60 or less per item
→ Other specified hurricane preparedness items - $60 or less per item

Energy Star™ and WaterSense™ products
→ Qualifying Energy Star™ or WaterSense™ products purchased for noncommercial home or personal use - $2,500 or less per item

Learn more: [https://www.tax.virginia.gov/virginia-sales-tax-holiday](https://www.tax.virginia.gov/virginia-sales-tax-holiday)

School starting is just around the corner and we are already more than a month into hurricane season!

Check out [Ready.gov/kit](https://Ready.gov/kit) to see what supplies should go in your emergency kit and make a plan to invest in preparedness this weekend.
## UVA FM Job Postings, Continued from Occupational Training

<table>
<thead>
<tr>
<th>Job Posting ID</th>
<th>Job Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>R0038325</td>
<td>Custodial Services Worker - Monday-Friday, 6am-2:30pm shift</td>
</tr>
<tr>
<td>R0036614</td>
<td>Licensed Tradespeople (HVAC, Electrical or Plumbing)</td>
</tr>
<tr>
<td>R0038332</td>
<td>Custodial Services Worker for Monday-Friday 3:00pm - 11:30pm shift</td>
</tr>
<tr>
<td>R0038263</td>
<td>Computer Help Desk Tech (Student Wage)</td>
</tr>
<tr>
<td>R0035200</td>
<td>Quality Control Inspector</td>
</tr>
<tr>
<td>R0034425</td>
<td>Trades Utility Senior Worker</td>
</tr>
<tr>
<td>R0034384</td>
<td>Plumber</td>
</tr>
<tr>
<td>R0032242</td>
<td>Licensed Tradespeople (HVAC, Electrical or Plumbing), Weekday Evening Shift Monday-Friday 3:30pm to 11:30pm</td>
</tr>
<tr>
<td>R0038102</td>
<td>Senior Trades Utility Worker</td>
</tr>
<tr>
<td>R0037973</td>
<td>Occupational Health and Safety Technician or Safety Specialist</td>
</tr>
<tr>
<td>R0037791</td>
<td>Custodial Services Worker for Monday-Friday 3:00pm - 11:30pm shift</td>
</tr>
<tr>
<td>R0038049</td>
<td>Custodial Services Worker for Monday-Friday 5:00am - 1:30pm shift</td>
</tr>
<tr>
<td>R0037792</td>
<td>Custodial Services Worker - 6am-2:30pm shift</td>
</tr>
<tr>
<td>R0038001</td>
<td>Special Projects Team Supervisor</td>
</tr>
<tr>
<td>R0037877</td>
<td>Landscape &amp; Grounds Worker</td>
</tr>
<tr>
<td>R0038011</td>
<td>Assistant Multimedia Designer (Student Wage)</td>
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<tr>
<td>R0038015</td>
<td>Assistant Web Developer (Student Wage)</td>
</tr>
<tr>
<td>R0038013</td>
<td>Communications Assistant (Student Wage)</td>
</tr>
<tr>
<td>R0037356</td>
<td>HVAC Mechanic or Senior Mechanic</td>
</tr>
<tr>
<td>R0030474</td>
<td>Custodial Services Workers for Monday-Friday 4:00pm - 12:30am shift</td>
</tr>
<tr>
<td>R0035437</td>
<td>Sign Shop Worker</td>
</tr>
<tr>
<td>R0037659</td>
<td>Pipefitter/Steamfitter</td>
</tr>
<tr>
<td>R0037334</td>
<td>Electrician Senior, Central Grounds</td>
</tr>
<tr>
<td>R0037336</td>
<td>Senior HVAC Mechanic, Central Grounds Zone, Alternating Shift</td>
</tr>
<tr>
<td>R0037534</td>
<td>Project Coordinators</td>
</tr>
<tr>
<td>R0036931</td>
<td>HVAC Mechanic</td>
</tr>
<tr>
<td>R0036990</td>
<td>Boiler Operator</td>
</tr>
<tr>
<td>R0037339</td>
<td>Carpentry Supervisor</td>
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<tr>
<td>R0035630</td>
<td>Geospatial Space Technician</td>
</tr>
<tr>
<td>R0033904</td>
<td>Electrician - CCR</td>
</tr>
<tr>
<td>R0037116</td>
<td>Custodial Services Worker - M - F 5:00 AM - 1:30 PM</td>
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<tr>
<td>R0030560</td>
<td>Carpenter Senior</td>
</tr>
<tr>
<td>R0036157</td>
<td>Historic Mason - CC&amp;R</td>
</tr>
<tr>
<td>R0037019</td>
<td>Electrician, Night Shift, 6:00pm - 6:00am</td>
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<tr>
<td>R0036927</td>
<td>Carpenter</td>
</tr>
<tr>
<td>R0036800</td>
<td>Zone Maintenance Coordinator</td>
</tr>
<tr>
<td>R0035502</td>
<td>Senior HVAC Mechanic, Night Shift, 6:00pm - 6:00am</td>
</tr>
<tr>
<td>R0033013</td>
<td>Electrical Engineer/Engineering Associate</td>
</tr>
<tr>
<td>R0033696</td>
<td>Occupational Programs Coordinator</td>
</tr>
<tr>
<td>R0035626</td>
<td>Geospatial Space Analyst</td>
</tr>
<tr>
<td>R0035775</td>
<td>Licensed Tradespeople (HVAC, Electrical or Plumbing), Weekday Evening Shift Monday-Friday 3:30pm to 11:30pm</td>
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<tr>
<td>R0035445</td>
<td>Custodial Services Worker</td>
</tr>
<tr>
<td>R0032538</td>
<td>Zone Maintenance Supervisor, McCormick Zone</td>
</tr>
<tr>
<td>R0033637</td>
<td>Pipefitter/Steamfitter Senior</td>
</tr>
<tr>
<td>R0032413</td>
<td>Senior HVAC Mechanic - Health System Physical Plant</td>
</tr>
<tr>
<td>R0030791</td>
<td>Instrumentation &amp; Controls Technician</td>
</tr>
<tr>
<td>R0032487</td>
<td>Fire Systems Technician</td>
</tr>
<tr>
<td>R0034404</td>
<td>Plumber</td>
</tr>
<tr>
<td>R0033786</td>
<td>Plumber</td>
</tr>
<tr>
<td>R0033071</td>
<td>Electrician - CCR</td>
</tr>
<tr>
<td>R0034508</td>
<td>Electrician</td>
</tr>
<tr>
<td>R0035363</td>
<td>Recycling Worker</td>
</tr>
<tr>
<td>R0030544</td>
<td>Carpenter - Construction &amp; Renovation Services</td>
</tr>
<tr>
<td>R0030397</td>
<td>Plumber Assistant</td>
</tr>
<tr>
<td>R0025247</td>
<td>Environmental Remediation Tech</td>
</tr>
<tr>
<td>R0026545</td>
<td>Sheet Metal Technician - CC&amp;R</td>
</tr>
<tr>
<td>R0035104</td>
<td>Electrical Engineering Technician or Associate</td>
</tr>
<tr>
<td>R0031374</td>
<td>HVAC Mechanic</td>
</tr>
<tr>
<td>R0032868</td>
<td>Custodial Services Worker - HSPP 5:00pm-1:30am</td>
</tr>
<tr>
<td>R0027779</td>
<td>Arborist</td>
</tr>
<tr>
<td>R0027977</td>
<td>IT Desk Support (Student Wage)</td>
</tr>
</tbody>
</table>
COVID-19 RESOURCES

Helpful Links

- Community COVID-19 Guidance & Resources: COVID.gov
- UVA COVID-19 Updates: https://coronavirus.virginia.edu/
- What’s “Close Contact”? And What’s Next? https://at.virginia.edu/ZTR6cO
- OHS COVID-19 Resources: https://www.fm.virginia.edu/depts/ohs/covid-resources.html
- Weekly Updates from the Blue Ridge Health Department: https://www.vdh.virginia.gov/blue-ridge/newsletters/

Reminders:

- Long COVID: If you tested positive and recovered, but have been experiencing new or recurring symptoms for more than a couple weeks since your initial COVID-19 infection, talk to your doctor. This is a sign of “long COVID”. This occurs in about 1 in 5 COVID-19 cases.
- FREE At-Home Tests: If you have health insurance through UVA or Marketplace, your insurance will pay you back for 8 at-home tests each month for each person on your plan when purchased through a participating retailer. Log into your Aetna account to learn more.

UVA Employee Health offers walk-in testing for UVA employees only at their 400 Brandon Avenue location, Monday-Friday, 8 AM to Noon & 1 PM to 4 PM. Call 434-924-2013 for guidance and testing information.

What to do: Positive At-Home Test

- Report your positive test to BRHD. (Optional)
- Notify your supervisor. (Not optional!) Supervisors then complete an FM report.
- UVA employees who receive a positive at-home test are required to notify Employee Health. Based on your situation, Employee Health will provide quarantine and return-to-work guidance.
- Notify your close contacts. That is, anyone who has been within 6 feet for 15 minutes or more in the 2 days before you had symptoms OR received a positive result if no symptoms.
Reasons to celebrate are all around us!

Here are some upcoming holidays this week, both fun and serious. Click on each to learn more.

August 5: Umuganura Day
Rwandan festival related to harvest and culture.

August 6: Cycle to Work Day

August 7: National Sisters Day

August 8: National Mochi Day

August 9: Annual Perseid Meteor Shower Peak Night

August 10: Update Your Bio Day

August 11: Mountain Day

August 12: International Youth Day