

The Occupational Programs Weekly Wrap Up

UVA Facilities Management

02.17.2023



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

Upcoming Professional Development Opportunity:



Dealing with Difficult Behaviors

This in-person course is designed to introduce you to the techniques and tools of dealing with challenging behaviors in the workplace. Offered at two dates & locations:

- February 21, 1:00-3:00 PM, in Skipwith Hall, 112 - Upper Level Large Conference Room
- February 22, 8:00-10:00 AM, in HSPP West Complex Level 'O' Conference Room

Register: : <https://at.virginia.edu/WA0RbP>

Registration is required.

Sessions are intended for all FM employees.

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.

OCCUPATIONAL HEALTH AND SAFETY

Celebrating UVA FM-Specific Safety Training

Tanya Moore, a leader in UVA FM Housing Custodial, approached FM-OHS about creating a training specific to her team's needs: A training which focused on chemical hazards, featuring other safety topics in general, and partnered with quality control content. In addition to training content, interpretation was also needed, as roughly half of her team are non-native English speakers, with more than 10 languages spoken. For this effort, [Tanya was recognized as the December 2022 Safety Champion.](#)



Above: an example of a slide from the training.

The [Occupational Programs team](#) leapt into action to fulfill this training need:

- Occupational Health & Safety Technician Sarah Reed researched the specific products used by custodial staff, reviewed the relevant [SDSs](#), put together the presentation that included hands-on activities, and kept in close communication with Tanya and her team to make sure everything came together.
- The Occupational Training team supplied content and formatting.
- Diversity, Equity & Inclusion Specialist Emily Douglas provided assistance in viewing the training from an equity lens so that participants felt included and heard.
- The Occupational Programs Administrative team provided support by finding a time and place that worked for everyone, as well as arranging for interpreters as needed.

Special thanks to Tanya Moore for having this vision!

Future sessions have been schedule to train the entirety of Tanya's team.

This training will serve as a template for other custodial trainings as supervisors reach out to have their staff trained.

If you are interested in learning more about this collaborative training creation, please email

FM-OHS@virginia.edu



Photo provided by Keith Woodson

OCCUPATIONAL HEALTH AND SAFETY

Did You Know? Choosing the Right Hearing Protection



At what noise level should we wear protection and how do we determine what kind of protection is best? If the noise exposure is **85 dBA or above**, you are in danger of hearing damage.

Noise levels can be found by either checking the manufacturer's noise specifications or by using the **NIOSH Sound Level Meter (SLM) app** which is free and very easy to utilize!

For protection, there are two options: earmuffs and ear plugs — However, not all are made the same or are able to protect against all noise levels. **Check the specs!** The noise rating will appear as a **number followed by NRR (Noise Reduction Rating)**, Ex: 22NRR. If desired, double up with both ear plugs and earmuffs.



Remember, hearing damage is PERMANENT!

	Common Examples	Sound Pressure Level (dB)	
Impulse noise	Firearms	140+	Threshold of pain
Continuous Noise	Jet engine	130	
	Ambulance siren	120	Threshold of discomfort
	Chainsaw	110	Instantaneous hearing loss
Impulse noise	Jack hammer	100	
Continuous Noise	Lawnmower	90	
	Highway traffic	80	
	Shower	70	
	Normal human speech	60	
	Light vehicle traffic	50	
	Library	40	
	Whisper	30	
	Rustling leaves	20	
	Pin dropping	10	
	Threshold of human hearing	0	

Reach out to the FM-OHS team if you have any questions about hearing protection or would like to determine if your team needs hearing protection for some tasks:

FM-OHS@virginia.edu

OCCUPATIONAL HEALTH AND SAFETY

Tools for Your Toolbox: Mental Health and Sleep

The relationship between mental health and sleep is very close, with one often directly affecting the other. Getting adequate rest is imperative for both our physical and mental well-being.

Here are some common things that can affect sleep quality:

- Stress or worries
- Problems with *where* you sleep (discomfort or easily disturbed)
- Taking medication, including starting or coming off medication
- Recreational drugs and alcohol
- Current or past trauma
- Mental health problems such as anxiety and/or depression

Try these tips for a better night's rest!

- Establish a nighttime routine
- Engage in a relaxing activity before bed, such as stretching or meditation
- Make your sleep area more comfortable
- Reduce your screen time before bed
- Limit caffeine and sugar in your diet

Learn more about UVA-provided resources for your emotional wellbeing:

UVA FEAP: <https://uvafeap.com>

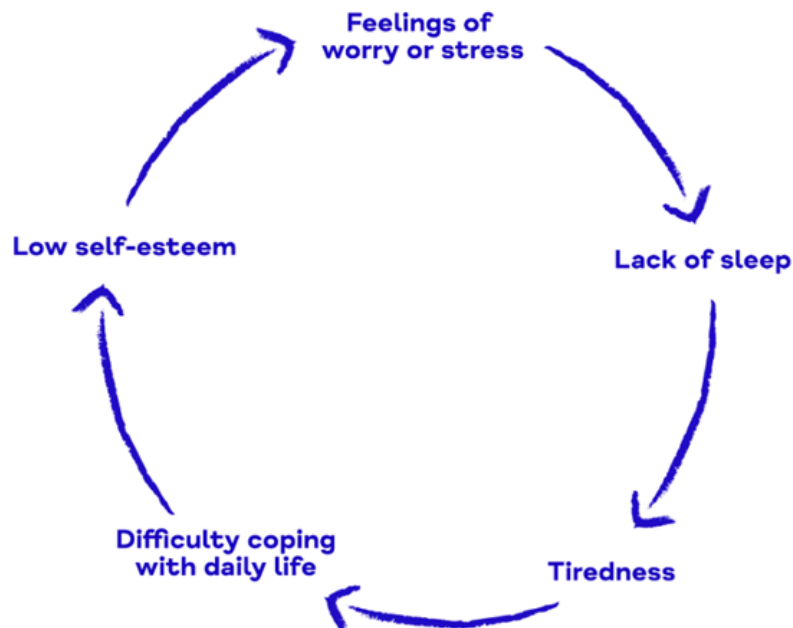
Nourishing Restorative Sleep Webinar Recording: <https://at.virginia.edu/PMuTfG>

Netbadge login required.

UVA Human Resources: <https://hr.virginia.edu/wellness/emotional-well-being>

Speak to your doctor if you are experiencing extended disrupted sleep or if you still feel tired even though you think you're getting enough sleep.

In addition to affecting workplace productivity, sleep disorders can lead to more serious health issues when left untreated.



OCCUPATIONAL HEALTH AND SAFETY

Fall Protection: Roofing Team Uses Mobile Fall Protection System

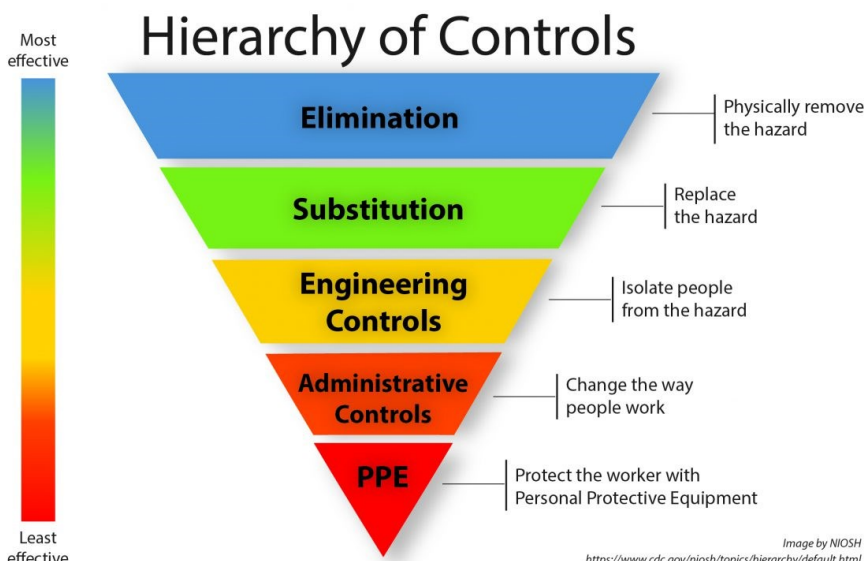
OSHA fall protection standards have only been enforceable since the late 1970s, which means some design/retrofit of the oldest UVA buildings do not include tie offs or parapets. Zachary Brackett, the UVA FM Operations Acting Roof Program Manager, the FM-OHS team, and the UVA FM Roofing Team have been working to address known hazards like these across Grounds, in addition to working with designers and architects to have tie offs and fall prevention included from the beginning.

The roofing team recently took on a project at the McIntire Amphitheatre in Central Grounds, which lacks these tie offs. To remedy this, the roofing team rented a **"Mobile Fall Protection System."** This piece of equipment can be towed to site and/or set into tight places with a forklift. It can go as high as 34 feet and offer fall protection for up to three people. Outfitted slightly differently, this machine can also be used with a confined space lifeline. While this isn't a solution to every job lacking tie offs, it is one of many solutions the **FM-OHS team** is happy to help you with.

Do you know of a roof/fall hazard? Submit your safety concern to FM-OHS@virginia.edu.

Is your team interested in learning more about or being trained on the Mobile Fall Protection System? Email FM-OHS@virginia.edu.

See the full UVA FM Fall Protection Program: <https://at.virginia.edu/UVAFMFallPro23>



Photos provided by Zachary Brackett

APPRENTICESHIP

Special Thanks: Jessie & Pedro

On February 13, first year apprentice Jessie Gammon and fourth year HVAC apprentice Pedro Gonzalez attended the lunch periods at Monticello High School. They were able to set up an informational table and talk to a number of interested students about the benefits of apprenticeship and how to make a career in the skilled trades.

As the recruitment and application period for UVA FM Apprenticeship 2023 kicks off, let us know if there is a school or trades class we should be visiting! The application is open to all levels of skill and professional experience, including those new to the workforce.



Share our email with a teacher or counselor: FM-Apprenticeship@virginia.edu

Coming in March: Application Opens!

The job application for the next class of apprentices is slated to open mid-March 2023 and remain open for 30-45 days, depending on the level of response. The team is ironing out the details and firm dates will be announced soon.

We expect a single application to be posted for all apprenticeship tracks. This application will be open to and welcomes all levels of experience. Applications for UVA FM positions are only accepted online via Workday.

Now is the time for individuals interested in becoming a UVA apprentice to start gathering their application materials now. The following documents and information are a required part of your application:

- **Cover letter**
- **Resumé**
- **References:** Name, phone numbers, and/or email addresses of three non-family former colleagues and/or supervisors who can attest to your skills and qualifications. Recent students may use a teacher or professor they have worked with closely.
- **Letter of recommendation** from someone other than a family member. Additional letters of recommendation are optional.

Be sure you've joined [the email list](#) to receive an alert when the posting goes live: <http://eepurl.com/gj8Oib>

We strive to send one email a month or less, unless the apprenticeship job application is open!

Email FM-Apprenticeship@virginia.edu if you have any questions.

APPRENTICESHIP

Save the Date: Job Fair & 40th Anniversary Celebration

Alumni Hall

221 Emmet St S, Charlottesville, Virginia

April 11, 2023, 9:30 AM to 11:30 AM

More details TBA.



Social Media Takeover

Be on the lookout! We are bringing back the Apprenticeship Social Media Takeover! Periodically, the team hands over the reins of our social media to someone in the program for an inside look at the work-life and expectations of an apprentice. You can see the latest contributions on UVA FM Apprenticeship's Facebook, Twitter, & Instagram:



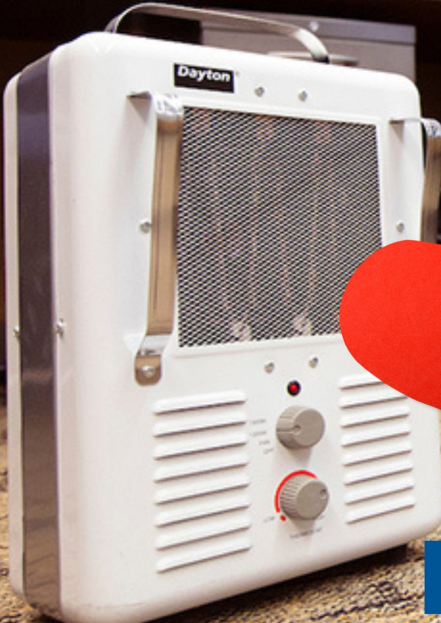
[/UVAApprentice](https://www.facebook.com/UVAApprentice)



[@UVAApprentice](https://www.instagram.com/UVAApprentice)



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



SUSTAINABILITY · UVA
From the Grounds Up

BREAK UP WITH YOUR SPACE HEATER

BY FEBRUARY 28TH

Trade in your space heater
for an energy-efficient
alternative to help be a part
of climate action at UVA

SIGN UP AT [SUSTAINABILITY.VIRGINIA.EDU](https://sustainability.virginia.edu)

OCCUPATIONAL TRAINING

Leadership Connection: The Best Leaders are Versatile Ones

Change is constant, and learning to identify and adapt to change quickly is a sign of a truly great leader. Author Robert Kaiser shares that versatile leaders have a variety of behaviors and attributes that allow them to shift between the “what” and the “how” of leadership:

- The “what” includes operational (“Do it now”) issues, and strategic (“Plan for later”) concepts.
- The “How” includes forceful, enabling behaviors and attributes that are used to get the job done.

Both are powerful and can have dramatic effects, especially when used appropriately and interchangeably. Kaiser continues that versatility is gained through seeking varied work experiences including taking on different roles and projects based on your current strengths and challenges, finding opportunities to grow, and undergoing different experiences help to build versatility. In addition, keeping your eye on feedback and development opportunities helps to build these skills.

Finally, personal development is important, as we often bring our whole selves to work. Looking beyond our strengths to seek opportunities to grow as truly well-rounded people can lead to a wealth of knowledge to draw from. Kaiser states:

“One useful strategy is to periodically invite colleagues with skills and perspectives different from your own out to coffee or lunch. With an open mind, try to see things from their point of view and understand their ways of thinking. You might even ask what they are reading, how they learn and sprinkle some of those examples into your regular routine”.

Food for thought, but as our world continually changes, preparing to meet the needs of our organization and team requires intention.

Read more from the *Harvard Business Review*:

<https://hbr.org/2020/03/the-best-leaders-are-versatile-ones>

To learn more, check out some of the free LinkedIn learning offerings on this subject:

- Strategic Agility | Workday Learning: <https://at.virginia.edu/uucSot>
- Cultivating Mental Agility | Workday Learning: <https://at.virginia.edu/M2NPRK>
- The Leader’s Guide to Mindfulness | Workday Learning: <https://at.virginia.edu/kiKnVv>

Course Offering: Ed2Go – Trades Courses

Ed2Go is an online training repository offering courses that are self-paced and instructor-led on topics in Electrical, HVAC, Plumbing, Manufacturing, Green Building, and more! Ed2Go also partners with local area community colleges if you are already enrolled in a program and want to receive credit toward an existing degree or certificate path. Courses typically last from 6-18 months and cost varies per course – eligible with [UVA’s Education Benefits](#).

Access Ed2Go: <https://at.virginia.edu/2T8J03>

If you have questions about using your Education Benefits, email AskHR@virignia.edu

OCCUAPTIONAL TRAINING—CONTINUED

FM Training Continues to Evolve: Hands-On

FM's Occupational Programs team is continuing to evolve their methodology to better serve our customers — which is YOU! One area of emphasis is an increase in hands-on training. This provides better immersion into the training content, allowing for real-world examples and applications during the class. Response has been positive to this shift, so expect to see physical engagement during training sessions to increase. As always, please continue to provide honest feedback both during and after any training sessions that you participate in so that we may continue to increase their effectiveness, applicability, and enjoyment.

Reach the Occupational Training team at FM-Training@virginia.edu

Mental Health Awareness: FEAP for Teams

Did you know that UVA FEAP can partner with your team to improve its collective health by developing a plan to address particular needs, or by developing training sessions focused on prevention and mental health awareness with a goal of fostering resilience and emotional well-being?



Mary Sherman

LCSW, CEAP
434.243.2643
mbs5n@uvahealth.org

Contact FEAP Consultant [Mary Sherman](#) to discuss your team's needs and interests: 434-243-2643 or mbs5n@uvahealth.org.

Apply for UVA FM Jobs

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 FM jobs >>](#)

DIVERSITY, EQUITY & INCLUSION

Ways to Be Involved to Support Fellow Colleagues and Our Community:

→ **Students Seek Funds, Supplies for Earthquake Victims as Death Toll Climbs**

→ <https://news.virginia.edu/content/students-seek-funds-supplies-earthquake-victims-death-toll-climbs>

On February 6, two massive earthquakes struck the southeastern part of Turkey (Türkiye) and were felt in multiple countries. Severe damage and many casualties are reported. UVA students are raising money to help provide victims with:

- Blankets.
- Tents.
- Sleeping bags.
- Pocket warmers.
- Winter clothing (jackets, gloves, headgear).
- Over-the-counter medications for flu/colds and pain killers.

TURKISH STUDENT ASSOCIATION AT UVA

TURKEY NEEDS YOUR HELP!

A powerful magnitude 7.8 earthquake rattled across Turkey and Syria on Feb 6th morning. Another quake with a magnitude of 7.7 rocked the region a few hours later. The quakes killed more than 19,000 people and toppled more than 6,600 buildings in the region. Survivors left homeless are now facing freezing weather.

Please join our fundraising campaign to help with the ongoing relief efforts. Your donation, no matter how big or small will make a significant difference.

\$5 =

13 loaves of bread OR 7 pairs of socks OR 2 blankets

*All donations will be disbursed to AHBAP and other local organizations through BRIDGE TO TURKIYE FUND

DONATE NOW:  SCAN ME

Making Meaning of Loss: A Workshop

Friday, February 17 (UVA Students)

Friday, February 24 (UVA Faculty/Staff)

3 - 5 pm

UVA Women's Center, 1400 University Ave

This 2-hour psycho-educational workshop aims to help participants make meaning of grief. There will be a short presentation on bereavement and mental health across ages, cultures, and types of losses. The majority of the time will be used for creative expression/narrative using a variety of craft, journals, and other materials (provided free of charge!).

For registration and inquiries, [please email](mailto:me8n@virginia.edu):
Margaret Edwards at me8n@virginia.edu

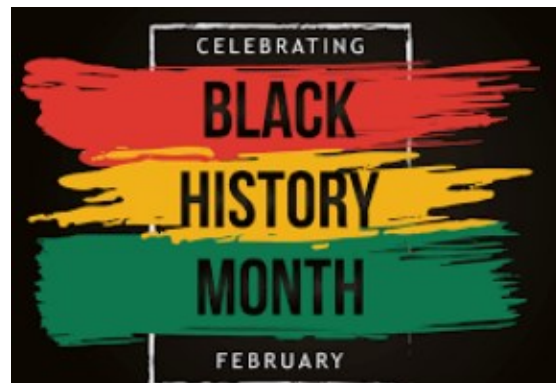
→ **Free Workshop at UVA Women's Center**

- Located near the UVA Corner
- Open to Faculty and Staff
- February 24, 3-5 pm

→ Learn more about the
UVA Women's Center:

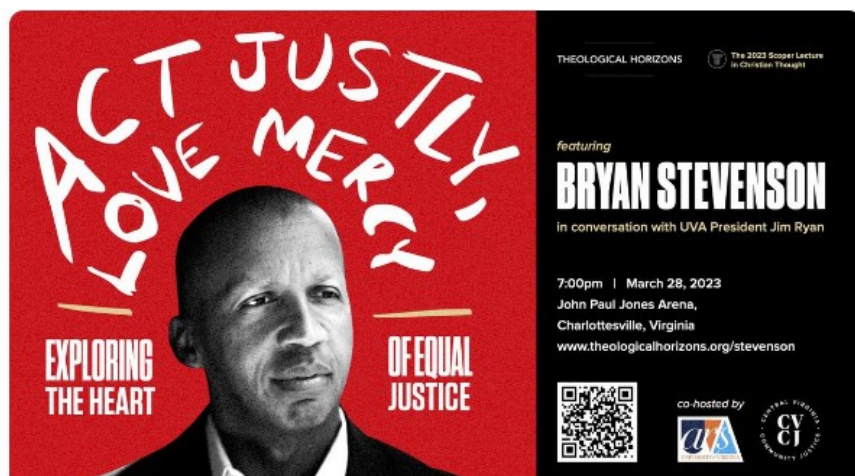
<https://womenscenter.virginia.edu/>

DIVERSITY, EQUITY & INCLUSION



→ Learn more here:

<https://www.theparamount.net/event/gospel-concert/>



→ Tickets available here: <https://www.theologicalhorizons.org/scoper-lectures>



Black Women in Jazz: Equitable Spaces & Empowerment

Tuesday, February 28th | 6:30-7:30pm | Northside Library | FREE!

Join [Dr. JoVia Armstrong](#) (percussionist, composer, educator, and Assistant Professor of Music at UVA) for a presentation acknowledging the genius of contemporary Black women in jazz. As musicians and composers, women have helped shape jazz while navigating disparities in opportunities, institutional inequities, and sexism. Historically, women in jazz are seldom mentioned as being major contributors to the genre. We will look at how these women serve as agents of social change.

→ Learn more here: <https://jmrl.org/pr-blackhistory.htm?trumbaEmbed=view%3Devent%26eventid%3D164261856&u>

DIVERSITY, EQUITY & INCLUSION



File Your Taxes For Free

If you live in the Charlottesville area or one of the surrounding counties, we may be able to help you file your taxes at no charge.

Our IRS-certified volunteer income tax assistance services begin in January 2023.

Get started to save money and claim tax credits owed to you.

Declara tus impuestos completamente gratis

Si vives en Charlottesville o en uno de los condados próximos, quizás te podemos ayudar a declarar tus impuestos sin ningún cargo, de manera gratiuita.

Nuestros voluntarios están certificados por el IRS y los servicios de asistencia fiscal empiezan en enero del 2023. Específicamente podemos ayudar con la declaración de impuestos de renta.

Empieza ahora, ahorra dinero y solicita los créditos de impuestos que se te deben.

<https://www.madisonhouse.org/freetaxprep>

CVILLE TAX AID COALITION MEMBERS



Any questions about DEI items, or like to share helpful items with employees? Reach out to Emily Douglas at (434) 906-5810 or FM-DEI@virginia.edu



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.

**February 17: Champion Crab Races
Day**

**February 18: National Future Farmers
of America (FFA) Week**

February 19: National Airboat Day

February 20: Presidents' Day

February 21: Mardi Gras

February 22: Play More Cards Day

February 23: National Toast Day

February 24: Dragobete

A Romanian holiday dedicated to love and nature.

OCCUPATIONAL TRAINING



FM JOB LISTINGS

- R0045017 Zone Maintenance Supervisor
- R0036931 HVAC Mechanic
- R0042542 Controls Engineering Technician/
Senior Controls Engineering Technician
- R0042785 Custodial Services Supervisor - M-F,
5:00am-1:30pm
- R0040639 High Voltage Electrician
- R0043054 Building Automation Systems (BAS)
Manager - Construction and Retrofit
- R0036157 Historic Mason - CC&R
- R0035502 Senior HVAC Mechanic, Night Shift,
6:00pm - 6:00am
- R0034384 Plumber
- R0044703 Custodial Services Manager
- R0044690 Trades Assistant
- R0044588 Metering Technician
- R0041672 Senior Trades Utility Worker
- R0041096 Custodial Services Worker, Housing:
M-F 8:00am-4:30pm
- R0037356 HVAC Mechanic or HVAC Senior Assis-
tant
- R0044371 Electrician
- R0044386 Plumber Steamfitter
- R0044377 Senior Electrician
- R0044441 Senior Pipefitter/Steamfitter
- R0044445 Senior Welder for Utility Systems
- R0044253 HVAC Mechanic or HVAC Senior Assis-
tant
- R0044024 Quality Assurance Inspector
- R0044340 HVAC Mechanic
- R0035630 Geospatial Space Technician
- R0034508 Electrician
- R0040339 Operator/Pipe Layer or Senior Opera-
tor/Pipe Layer
- R0043939 Senior Electrician, Night Shift,
6:00pm - 6:00am
- R0041719 Senior Trades Utility Worker
- R0042421 Custodial Services Worker: Wednes-
day - Sunday 12:00pm - 8:30pm shift
- R0038599 HVAC Mechanic
- Licensed Tradespeople (HVAC, Electrical or Plumb-
ing)
- R0035437 Sign Shop Worker
- R0030791 Instrumentation & Controls Techni-
cian
- R0042856 Part-Time Custodial Services Worker:
Saturday - Sunday 12:00pm - 8:30pm shift (Wage)
- R0041953 Drywall/Plasterer
- R0040954 Senior Welder for Utility Systems
- R0042051 Recycling Worker
- R0042962 Senior Carpenter
- R0042657 Carpenter - Construction & Renova-
tion Services
- R0042707 Senior Administrative Assistant
- R0034727 Mason - CC&R
- R0041410 Utility Locator/Damage Prevention
Technician
- R0042231 Electrician/Senior Electrician
- R0038218 Construction Administration Man-
ager/ Senior Construction Administration Manager
- R0037339 Carpentry Supervisor
- R0032242 Licensed Tradespeople (HVAC, Electri-
cal or Plumbing), Weekday Evening Shift Monday -
Friday 3:30pm to 11:30pm
- R0042026 Project Coordinator
- R0041976 Computer Help Desk Tech (Student
Wage)
- R0041476 IT Business Systems Analyst
- R0041466 Custodial Services Worker - M - F
5:00 AM - 1:30 PM
- R0035626 Geospatial Space Analyst
- R0035775 Licensed Tradespeople (HVAC, Electri-
cal or Plumbing), Weekday Evening Shift Monday -
Friday 3:30pm to 11:30pm
- R0031374 HVAC Mechanic

WELLNESS

Artificial Tears Recalled Due to Bacterial Contamination

The Centers for Disease Control and Prevention (CDC) and the Food and Drug Administration (FDA) are warning consumers to **not purchase or use** the over-the-counter eye drops **EzriCare Artificial Tears** or **Delsam Pharma's Artificial Tears** due to potential bacterial contamination.

These eye drops have been linked to a multi-state outbreak of a rare, extensively drug-resistant bacteria (*Pseudomonas aeruginosa*). As of January 31, the CDC has identified 55 of these bacterial infections across 12 different states. **Associated adverse events include hospitalization, one death with blood-stream infection, and permanent vision loss from eye infections.**

- If you have been using either EzriCare or Delsam Pharma's Artificial Tears, immediately stop and dispose of the product(s).
- To report an adverse reaction, contact the [FDA's Consumer Complaint Coordinators](#).
- If you have specific concerns related to your use, contact your doctor.

Read the full release from the FDA:

<https://www.fda.gov/drugs/drug-safety-and-availability/fda-warns-consumers-not-purchase-or-use-ezricare-artificial-tears-due-potential-contamination>

What to Do: Symptoms or Illness

- Any employee who is experiencing **symptoms of illness** (COVID-19, cold, or flu) should isolate/stay home, notify their supervisor, consult their healthcare provider or contact Employee Health, and get tested.
- UVA team members who are required to follow UVA Health's **policy OCH-002** should go to Employee Health at 400 Brandon Avenue (former Student Health location) for walk-in symptomatic COVID-19 testing between 8 am and noon or between 1pm and 4 pm, Monday through Friday.
- If UVA Health team members receive positive COVID-19 test results outside of UVA Health or Employee Health, they are required to notify [Employee Health](#) at 434-924-2013 or eehealth@virginia.edu. (This requirement does not apply to other Academic Division employees.)

At-Home COVID-19 Tests

- **[Your health insurance will cover at-home over-the counter COVID-19 tests](#)**. Use your health insurance card at the pharmacy window.
- Individuals without insurance can access COVID-19 vaccines & testing through local [community health centers](#) or a [community testing site](#).
- If you already have plenty of COVID-19 tests, check to see if their expiration dates have been updated by the FDA: <https://at.virginia.edu/bWV3TP>

Find Your Voice



Build confidence for your next speech or presentation!

Toastmasters provides a fun, safe, and supportive environment for you to practice public speaking. Along the way, you'll build a better you!

Participating in Toastmasters will allow you to:

- Improve your public speaking and communication
- Gain confidence when speaking in front of others
- Sharpen your leadership skills
- Enjoy a competitive advantage in your workplace



Facilities Management

Take charge of your future and join our club today.

Hoos Speaking
Weekly meetings on Wednesdays,
noon–1 p.m. in person and online.

Email Narges Sinaki at
ns4xq@virginia.edu to attend.

If you would like, please feel free to
bring your lunch.