

The Occupational Programs Weekly Wrap Up

UVA Facilities Management

03.03.2023



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

TODAY at NOON: UVA's Liberation & Freedom Days

*Liberation and Freedom
Days Celebration*



FEATURING THE GEECHEE GULLAH RING SHOUTERS



Geechee Gullah Ring Shouters

Program:

Moment of Silence as the
Chapel Bells Ring (12pm)

Performance by Chihamba

Welcome Address

My Serpentine Reading
by Jayla Hart

Performance & Presentation by
Geechee Gullah Ring Shouters

Gather at 11:45AM; Held in the Newcomb Hall Ballroom: Moment of Silence as the Chapel Bells Ring; Performance by Chihamba; Welcome Address; "My Serpentine" Reading by Jayla Hart; Performance & Presentation by Geechee Gullah Ring Shouters.

See more: <https://at.virginia.edu/J1Ugl3>

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

Upcoming Events



Liberation and Freedom Days Celebration

March 3, 2023 | 11:45 AM | UVA's Memorial to Enslaved Laborers

The Karsh Institute's Memory Project invites you to the Memorial to Enslaved Laborers for a musical performance by the Geechee Gullah Ring Shouters, as well as poetry readings and other performances. **No registration necessary.*

Due to the forecast, this event has been moved to the Newcomb Hall Ballroom.



Establish Balance & Avoid Burnout

March 9 at 12:30 p.m. CT

[Register here](#)



WIC Hot Topic Panel

March 6 at 1 p.m. CT

[Register here](#)

...and many more!

- Click the following link to learn more about this year's National Women in Construction Week and NAWIC (National Association of Women in Construction) - <https://wicweek.org/>
- UVA Tradeswomen are now Corporate NAWIC Members, contact tradeswomen representative Becky Hord to learn more—rh2ex@virginia.edu



- Stay up to date on events around the University by checking the UVA Women's Center Women's History Month Calendar here—

→ <https://womenshistory.virginia.edu/events/calendar>

DIVERSITY, EQUITY & INCLUSION



What Is Women Build?

Women Build is a dedicated team who comes together to build stronger, safer communities. Whether through donating, advocating or volunteering on the construction site, every woman can empower Habitat Partner Families to build stability and independence.



March 8th-25th Habitat is calling on the women of Charlottesville to come together to help low-wealth families in our community build safe, affordable homes. Our goal is to raise \$10,000 to help fund the construction of a new Habitat home.

We're inviting women volunteers to join us on the construction site as part of Charlottesville Habitat Women Build. We hope you will join us!

Every Woman Can Make a Difference

Thank you to our FM Volunteers!



Wednesday, March 8th

Ryan McCarthy
Jane Centofante
Emily Douglas
Katarina Radovic
Duska Burruss
June Bates
Nina Fortune
Sonya Swiderski
Jess Wenger

Thursday, March 16th

Marcus Klaton
Rebekah Thompson
Katie Steele
Lela Garner
Avery Wagner
Jennifer Watson
Julie Thomas
Tanyia Moore
Maria Contreras Gomez
Jenny Nunez
Chelséa Lewis

Friday, March 24th

Sarah Reed
Sonya Swiderski
Hunter Hodges
Megan Buschi
Lori Mohr Pederson
Mary Katherine Lawrence
Kit Meyer
Everleigh Stokes
Kellen Renner-Thomas
Mary Beth Greer
Amy Moses

Maggie Hankerd
Sam Manning

DIVERSITY, EQUITY & INCLUSION

UNIVERSITY OMBUDS

What Services does the Ombuds Provide?

The Ombuds will:

- Listen to you and discuss your problems/concerns, identifying and evaluating options to resolve problems.
- Provide information on resources within the University that may help you.
- Open avenues of communication and, while protecting confidentiality, make informal inquiries to gather relevant information.
- Serve as a neutral party and offer informal intervention upon request.
- Identify problem areas facing faculty, staff, and students and recommend changes in University policies and procedures.

Impartial



The University Ombuds acts in a neutral and transparent way by not taking sides, representing/advocating on behalf of an individual, conducting investigations, or rendering a judgment about an issue, but rather works to develop options to address issues that support empowerment and a fair process.

Independent



The University Ombuds Office is a separate office and function from the Office for Equal Opportunity and Civil Rights, Human Resources, Legal and other University administration and operates outside of ordinary line and staff structures.

Informal



The University Ombuds practices informally, with no management decision-making power, without accepting notice for the University, and by allowing an individual to speak off-the-record.

Confidential



The University Ombuds will protect the identity and confidential information shared by a contact, unless there is an imminent threat of serious harm.

Amanda Monaco, UVA Ombuds

SCHEDULE AN APPOINTMENT

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

→ (434) 924-7819

→ ombuds@virginia.edu



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

OCCUPATIONAL HEALTH AND SAFETY

Did You Know? OSHA Change to Fixed Ladders

OSHA general industry regulations requires any new or replaced fixed ladders extending more than 24 feet above a lower level to have a personal fall arrest system or ladder safety system. Cages are no longer acceptable as a form of fall protection on new or replaced fixed ladders. **After November 19, 2036, all fixed ladders (new or old) will need a personal fall arrest system or ladder safety system in place.**



Read more from OSHA:

<https://www.osha.gov/sites/default/files/publications/OSHA3903.pdf>

FM-OHS is gathering a Focus Team to plan for FM compliance with this regulation. Reach out to your **Safety Committee chair** if you are interested in taking part!

Tools for Your Toolbox: What is Toxic Positivity?

Toxic positivity is act of dismissing negative emotions and responding to discomfort with false encouragements rather than empathy. Have you ever been going through a very tough time in life, and someone told you to just “*think positive*” or that “*everything will work out*”? Their intentions may have been good, but the words did not validate or acknowledge the emotions and reality of the situation.

Most often, people are uncomfortable and simply use these responses because they do not know what to say. But it’s important to understand that when phrases like this are used, it can cause the other person to shut down and not speak up again. **Here are some tips to try the next time you navigate a difficult or emotional conversation with someone who needs support:**



Say This: *I don’t know what to say, but I’ll be here to listen and support you.*

Not This: *Think positive! You’ll be fine.*

Say This: *What you’re going through is difficult. I’m here for you.*

Not This: *It could be worse. Don’t worry, you’ll get over it eventually.*

APPRENTICESHIP

Coming in March: Application Opens!

The job application for the next class of apprentices will be open March 13-April 30, 2023.

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/gj80ib>

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.

Save the Date: Job Fair & 40th Anniversary Celebration/Reunion

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](#)



[@UVAApprentice](#)



[@UVAApprentice](#)

OCCUPATIONAL TRAINING

Leadership Connection: The Power of Positive Leadership

As a leader, often you are required to act as an example. As a highly-visible leader on your teams, people look to you for how to act, how to respond, and how to behave in a variety of situations. This is especially true when it comes to establishing cultural norms and attitudes in your workplace. The power of positivity can have a powerful impact on your team and how they perform daily.

While it's true that optimism and pessimism each can have a useful place in your workday, according to author Joyce Russell, "positive leadership has been shown to be related to better organizational outcomes (e.g., job satisfaction, job performance, going above and beyond at work, psychological well-being, organizational commitment, creativity) than negative leadership styles (which have been shown to be related to turnover intentions, stress, anxiety, absenteeism, job burnout, retaliatory behaviors)." *Approaching each day with a focus on positivity and a can-do attitude can be difficult and takes work. The attitude that you bring to your team each day can influence and affect your team's behavior and attitudes and can be transformational.* Developing tools to meet change and addressing negativity in the workplace can be a strong motivator in the long run.

Read more from "Positive Leadership: It Makes A Difference" (via forbes.com):

<https://at.virginia.edu/kZ9miU>

To learn more about the power of positive leadership, check out the LinkedIn Learning courses on Workday:

- Using Emotions to Leverage and Accelerate Change: A Guide for Leaders | Workday Learning: <https://at.virginia.edu/STfSdM>
- Lead with Positive Power | Workday Learning: <https://at.virginia.edu/Gyezac>
- Creating a Positive and Healthy Work Environment | Workday Learning: <https://at.virginia.edu/KGIXUs>

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?

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



Mary Sherman

LCSW, CEAP
434.243.2643
mbs5n@uvahealth.org

***Upcoming* UVA FM PROFESSIONAL DEVELOPMENT OPPORTUNITIES**



Presentation and PowerPoint Skills

MARCH 7, 1-3 P.M. / Skipwith Hall 112

MARCH 8, 1-3 P.M. / HSPP Level 'O' Conference Room

Using Microsoft Teams & Zoom

MARCH 14, 1-3 P.M. / Skipwith Hall 112

MARCH 15, 1-3 P.M. / HSPP Level 'O' Conference Room

Advanced iPhone Training

MARCH 21, 1-3 P.M. / Skipwith Hall 112

MARCH 22, 9:30-11:30 A.M. / HSPP Level 'O' Conf. Room

Open to all FM employees - Follow links in QR code to register
QUESTIONS? EMAIL OCCUPATIONAL TRAINING AT FM-TRAINING@VIRGINIA.EDU

OCCUPTIONAL TRAINING—CONTINUED

Take Advantage of Our Membership: AGCVA

UVA Facilities Management has a membership in the Associated General Contractors of Virginia (AGCVA) that provides



events, education and workforce development opportunities within the building trade areas, including

- Certifications in: Construction Supervision, Lean Construction, Construction Quality Management, Project Management (PDMP), and more.
- Certificate of Management exams in: Building Information Modeling (BIM) and Lean Construction

Go to <https://agcva.org/learn> for more information.

Register for the annual AEC Conference April 25 & 26
in Richmond: <https://at.virginia.edu/s1xZeN>

REGISTER TODAY
WWW.AECVIRGINIA.COM



APRIL 25-26, 2023
HILTON DOWNTOWN RICHMOND
HOSTED BY: AIA VIRGINIA | AEC VIRGINIA | AGC OF VIRGINIA

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 >>



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 3: UVA Liberation and Freedom Days Celebration

March 4: Global Day of the Engineer

March 5: Kyrgyzstan National Hat Day

March 6: Fun Facts About Names Day

March 7: National Be Heard Day

March 8: International Women's Day

March 9: World Kidney Day

March 10: Harriet Tubman Day

OCCUPATIONAL TRAINING



FM JOB LISTINGS

- R0042014 Facilities Planner
- R0040954 Senior Welder for Utility Systems
- R0040339 Operator/Pipe Layer or Senior Operator/Pipe Layer
- R0035437 Sign Shop Worker
- R0042785 Custodial Services Supervisor - M-F, 5:00am-1:30pm
- R0045397 Custodial Services Worker - M - F 5:00 AM - 1:30 PM
- R0045637 Custodial Services Worker: Monday - Friday, 4pm - 12:30am
- R0045606 Zone Maintenance Supervisor
- R0045532 Senior Electronic Controls Technician
- R0045150 Senior HVAC Mechanic
- R0045494 Building Automation System Service Supervisor
- R0041672 Senior Trades Utility Worker
- R0045495 Laboratory Specialist Intermediate
- R0045008 Associate Division Administrator
- R0045226 Custodial Services Worker: Monday - Friday 11:00pm - 7:30am shift
- R0045104 Plumber Assistant
- R0045098 Drywall/Plaster Assistant
- R0045100 Carpenter Assistant
- R0045101 Mason Assistant
- R0045017 Zone Maintenance Supervisor
- R0036931 HVAC Mechanic
- R0042542 Controls Engineering Technician/ Senior Controls Engineering Technician
- 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
- R0041096 Custodial Services Worker, Housing: M-F 8:00am-4:30pm
- R0037356 HVAC Mechanic or HVAC Senior Assistant
- R0044371 Electrician
- R0044386 Plumber Steamfitter
- R0044377 Senior Electrician
- R0044441 Senior Pipefitter/Steamfitter
- R0044445 Senior Welder for Utility Systems
- R0044253 HVAC Mechanic or HVAC Senior Assistant
- R0044024 Quality Assurance Inspector
- R0035630 Geospatial Space Technician
- R0034508 Electrician
- R0043939 Senior Electrician, Night Shift, 6:00pm - 6:00am
- R0043782 Arborist
- R0042421 Custodial Services Worker: Wednesday - Sunday 12:00pm - 8:30pm shift
- R0038599 HVAC Mechanic
- R0036614 Licensed Tradespeople (HVAC, Electrical or Plumbing)
- R0030791 Instrumentation & Controls Technician
- R0042856 Part-Time Custodial Services Worker: Saturday - Sunday 12:00pm - 8:30pm shift (Wage)
- R0041953 Drywall/Plasterer
- R0041968 Senior Project Manager
- R0042051 Recycling Worker
- R0042962 Senior Carpenter
- R0042657 Carpenter - Construction & Renovation Services
- R0034727 Mason - CC&R
- R0041410 Utility Locator/Damage Prevention Technician
- R0038218 Construction Administration Manager/ Senior Construction Administration Manager
- R0032242 Licensed Tradespeople (HVAC, Electrical or Plumbing), Weekday Evening Shift Monday - Friday 3:30pm to 11:30pm

WELLNESS

Protect Yourself from the “Stomach Bug”/Norovirus

Hearing about a “stomach bug” going around? You may be dealing with a norovirus. Noroviruses are not new and are highly contagious, often cause vomiting and/or diarrhea. One sick person can shed billions of norovirus particles- only a few of which are needed to make someone sick. You can catch norovirus by:

- **Having direct contact** with an infected person
- **Consuming contaminated food** or water
- **Touching contaminated surfaces** and then putting your unwashed hands in your mouth

Unlike some other viruses, **noroviruses are not killed by hand sanitizer**. Practice proper hand washing techniques with soap and warm water, especially:

- After using the toilet or changing diapers
- Before eating, preparing, or handling food
- Before giving yourself or someone else medicine



Did you know? You can keep spreading the virus more than two weeks after you begin feeling better, so maintaining proper hand-washing hygiene is essential to preventing further spread.

Learn more: <https://www.cdc.gov/norovirus/about/index.html>

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 **employee-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.