

The Occupational Programs Bi-Weekly Wrap Up

UVA Facilities Management

07.21.2023

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Summer Self-Care

Make a summer bucket list	Sit outside in the sunshine	Make lemon water - hydrate	Go on a walk or hike	Spend time in water	Let yourself be a kid
Have your lunch outside	Unplug for the day	Set a goal for water intake	Make a fruit salad	Relax to nature sounds	Go out for ice cream or dessert
Dress up to feel cute for you	Make a summer music playlist	Make your own popcicles	Eat your favorite summer snack	Take a midday nap	Go to a Farmer's Market
Make s'mores or grill	Try watergun painting	Take a ton of pictures	Watch the sunrise	Go on a road trip	Do yoga outside or just stretch
Focus on your own happiness	Use sidewalk chalk	Read a good book	Spend all day laughing	Check in with your needs	Go star gazing

Source: <https://www.instagram.com/p/Cup2YFXRF0K/?hl=en>

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 PROGRAMS NEWS

Where is OP?

UVA FM Occupational Programs staff is *temporarily* relocating to the areas below until renovation is complete in our new/refurbished home in the lower level of Skipwith Hall.

→ On the 3rd floor of Michie North (918 Emmet St N):

- ★ Laura Duckworth, Director of Occupational Programs
- ◆ Occupational Training Team:
 - ★ Julie Thomas, OT Manager
 - ★ Bobby Putrino, OHS Trainer
 - ★ Mark Orr, Training & Development Specialist Senior
 - ★ Sarah Ditulli, Training & Development Specialist
- ◆ OP Administrative Team:
 - ★ Linda Resco, Administrative Manager
 - ★ Charlotte Endres, OP Coordinator
 - ★ Liz Burnett, OP Communications Generalist

→ At FM Alderman:

- ◆ Occupational Health & Safety is in Lacy Hall, room 218. This includes:
 - ★ Shelomith Gonzalez, OHS Manager
 - ★ Jamie Watkins, OHS Technician
 - ★ Narges Sinaki, Health & Safety Compliance Specialist
 - ★ Sarah Reed, OHS Technician
 - ★ Keith Woodson, Quality Assurance Inspector will remain mobile and active with a drop-in workspace on the 3rd floor of Michie North (918 Emmet St N).
- ◆ Apprenticeship Program Team is in the FM OP Training Room (formerly the FM Lunchroom). This includes:
 - ★ Danny Davis, AP Manager
 - ★ Tom Castellanos, Lead Instructor
- ★ Emily Douglas, Diversity, Equity & Inclusion Specialist will occupy drop-in spaces.

Our phone numbers and email addresses are not changing, nor will our responsiveness to issues in all areas on UVA Grounds.

Do not hesitate to reach out to the Occupational Programs team for any needs you may have!



APPRENTICESHIP

About Danny, Apprenticeship Program Manager

Danny Davis joined the UVA Facilities Management Apprenticeship Program as program manager in June 2023. In addition to nearly two decades of experience working in and managing the skilled trades, Danny has a passion for teamwork and helping others gain success in life for both their own and their communities' benefit.

Danny's professional experience includes administering technical education to audiences from diverse backgrounds. Most recently, he served as the Registered Apprenticeship Education Coordinator for the Virginia Department of Labor and Industry, where he worked closely with state leadership on standardizing procedures related technical instruction (RTI) for Virginia's Registered Apprenticeship Programs.

Additionally, Danny holds a Commonwealth of Virginia Technical Professional License, is a certified OSHA #500-Standards for Construction trainer, a certified NCCER Master Trainer, and a certified NCCER Craft Instructor in three skilled trades areas. He uses his trades knowledge and experience to create an accessible, hands-on training program to produce a regenerative pipeline of skilled trades workers at UVA FM.

Managers & supervisors: Look for an invite to a meet & greet soon!



Contact:
Danny Davis,
FM Apprenticeship
Program Manager
srx2up@virginia.edu
Ph: 434-422-6446



OCCUPATIONAL TRAINING

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 >>

PSA: OT Now Offering Team Training

Team training enhances the skills, knowledge, and performance of a group of individuals working together as a team. It improves collaboration, communication, problem-solving abilities, and team effectiveness.

Reach out to FM-Training@virginia.edu for topics available & to schedule your next session.

Regular reinforcement, practice and continuous learning opportunities contribute to long-term development, stronger team culture, and team success

OCCUPATIONAL TRAINING

NEW EMPLOYEE ONBOARDING | UVA Facilities Management Occupational Training

Check out FM's [enhanced onboarding process](#) for new employees.

Feedback welcomed! If you have questions or a new employee starting, please email FM-Training@virginia.edu.

** If needed, accommodations may be available, contact fm-training@virginia.edu for information.*



Joining FM this week are the following new employees (listed from left to right):

- ★ **Dedrick Curry**, Custodial Services Worker
- ★ **Mike Harris**, GES Technician
- ★ **Kevin Booker** (behind Mike), General Services Worker, Sign Shop
- ★ **Natalie Feaver**, Senior Architect, UOBO
- ★ **Sangita Magar**, Custodial Services Worker
- ★ **Indra Adhikari**, Custodial Services Worker
- ★ **Avery Johnson**, General Services Worker, Sign Shop
- ★ **Alejandro Suarez**, Custodial Services Worker
- ★ **Bobby Putrino**, OHS Trainer*
- ★ **Matt Morris** (behind Bobby), Sr. Trades Utility Worker, West Grounds Zone
- ★ **Sarah Reed**, OHS Technician*
- ★ **Colby Collier**, HVAC Assistant, HSPP Zone 3

** indicates New Employee Safety Training instructors (not new FM employees).*

OCCUPATIONAL TRAINING

Leadership Connection: Communicate with Kindness

This week I have been preparing for a communication seminar. As a result, I have spent a lot of time thinking about communication and the role relationships play when we communicate: Whether personal relationships or professional/working relationships, all relationships require attention, care, and thoughtful consideration.

This was on my mind as I began searching for topics and themes for this article when I came across an interesting piece on the importance of civility in communications by author Sharon Strong, a corporate communications executive. She shares that in an increasingly polarized world, priorities and a lack of trust can lead to heightened frustration and potentially tense communications. Strong continues that **we can counter outside pressures by communicating with kindness and practicing the following ideas:**



Mark Orr, FM
Occupational
Training and
Development
Specialist Senior
pne4yf@virginia.edu
Ph: 434-962-1020

- **Break down defensiveness with kindness:** Approaching difficult situations with a generous and gracious mindset is more likely to receive results than approaching with a combative attitude.
- **Give credit where credit is due:** *“People like to be seen and appreciated. Recognizing those who deserve it engenders enthusiasm, hard work, trust, and loyalty.”*
- **Give the other party space and clarity:** Giving the other party space and clarity for your discussion and ideas helps to prepare the other party so you are not catching them off guard, and you are receiving their full attention.

Think about each of these ideas and what they may look like in your day-to-day interactions.

Can you think of examples of how you could practice these concepts?

I would love to hear how you plan to incorporate these tactics to help you communicate with kindness. Reach me at the email and phone number above or reach out to the team at

FM-Training@virginia.edu.

Check out the full articles below!

- **The Simple Power of Communicating with Kindness:** <https://at.virginia.edu/1L7VCX>
- **Don't Underestimate the Power of Kindness at Work:** <https://at.virginia.edu/L4FdrT>

Learn more! The following courses are available via Workday:

- **Taking Charge of Your Leadership Conversations | Workday Learning:** <https://at.virginia.edu/OV8Cuh>
- **Mastering Communications as a Leader | Workday Learning:** <https://at.virginia.edu/Lefn2k>
- **Communicating in Times of Change | Workday Learning:** <https://at.virginia.edu/LXWyad>

DIVERSITY, EQUITY & INCLUSION

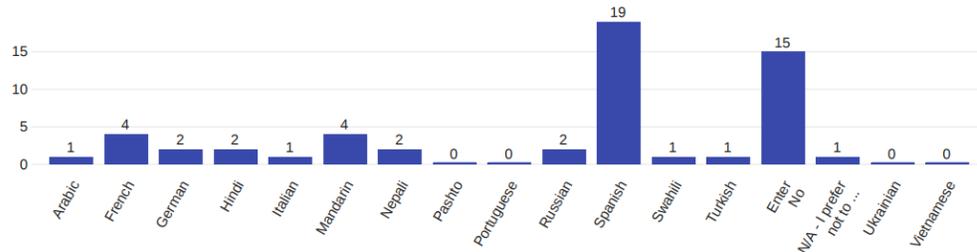
FM SPEAKS!

- We're off to a great start with our Language Survey—THANK YOU!
- See our results to date below—if you haven't yet taken the survey, there's still time!
- By sharing your language(s) - English included! - you'll help us better communicate and share resources across FM.

Q22 - What Department best describes where you work?



Q2 - Which language(s) do you speak, read or write? Please select all that apply: - Selected Choice



We'd love your help!

TAKE THE SURVEY

Complete the anonymous language survey

Click the blue box or this link to take the anonymous survey:

https://virginia.az1.qualtrics.com/jfe/form/SV_2gahjADjXet1bbE



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<https://at.virginia.edu/r1i3Q1>

DIVERSITY, EQUITY & INCLUSION

UVA's New Tribal Liaison Uses the Past To Understand the Present

→ Read more here:

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



The new **Career Navigation Center** is now available and offers personalized, free, and private 1-on-1 career advising for all UVA employees & team members. Access engaging career development workshops and discussion groups for employees or managers.

[Book your appointment now!](#) Questions? Email CareerNav@virginia.edu.



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DIVERSITY, EQUITY & INCLUSION

Getting Food at UVA and in Our Community—



The LIFEworks Project vision is to impact the community initiatives of homelessness, advocacy, and food justice. Our goal is the development of a day shelter and community center addressing food insecurity, social support, and wraparound services for neighbors needing assistance to thrive.

- The LIFEworks Project currently serves Waynesboro, Staunton, Augusta County, Harrisonburg, and Rockingham County.
- Interested in learning more? Visit their website (<https://www.thelifeworksproject.org/>) or reach out to fellow FM employee AJ Young—

A. J. Young

A.J. Young Jr. is a community activist who helped start the Poor People's Campaign of the Shenandoah Valley chapter. He is the co-facilitator of "Table Talk," discussions on race relations in Waynesboro, Va. A.J. is a Vice President with the Black Faculty and Staff Employee Resource Group at the University of Va. and is a member of Virginia Organizing.

A.J. also serves on the board of the Cultural Commission for the city of Waynesboro and strives to provide educational programming for all of its citizens regardless of race, color, and or sexual orientation.

AJ and his wife Adrienne Young, have lived in Waynesboro for 25 years and are the parents of 5 children.



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<https://at.virginia.edu/9uvsK4>

DIVERSITY, EQUITY & INCLUSION

Getting Food at UVA and in Our Community (continued) -

ACCESS FOOD PANTRIES ON GROUNDS

For more information on hours of operation and additional resources visit: odoss.virginia.edu/food-insecurity or food.virginia.edu/resources

Newcomb Pantry is Open 9am-5pm during the summer!



EDUCATION SCHOOL PANTRY
This pantry is located in the Education school in Fidelity Hall in the lower cabinets of the kitchen on the 3rd floor lounge. Currently, this pantry only provides hygiene products.

UVA COMMUNITY FOOD PANTRY AT NEWCOMB HALL
A student-run initiative, the UVA Community Food Pantry is located in Room 142 of the Student Activities Center (SAC) on the first floor of Newcomb Hall. The pantry is open to all students and staff and operates during SAC hours.

MAXINE PLATZER LYNN WOMEN'S CENTER PANTRY
Located in the Women's Center across from The Corner, this food pantry provides grab-n-go bags with non-perishable items as well as hygiene items. The pantry is open to all UVA students, faculty, and staff and can be found on the main floor of the center through the second door on the right in the central hallway.

ENGINEERING SCHOOL PANTRY
This pantry is located in the Engineering school on the first floor of Thornton Hall A-Wing in room A121. The pantry offers non-perishable food items as well as hygiene products.

MCINTIRE SCHOOL PANTRY
Located in the McIntire School of Commerce building on the South Lawn, this pantry can be found near the graduate student mailboxes on the first floor of Robertson Hall. The pantry offers non-perishable items.

NURSING SCHOOL PANTRY
Currently located in the lobby of the Claude Moore nursing building for easy access, this pantry provides non-perishable items as well as requested hygiene products.

→ If you or someone you know is seeking additional food help, like groceries or extra items, please reach out to FM-DEI@virginia.edu or [contact UVA FEAP](#).



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this page with the QR Code or click this link:

Questions or comments about DEI updates? Email FM-DEI@virginia.edu

DIVERSITY, EQUITY & INCLUSION

VIRGINIA THEATRE FESTIVAL
Jul. 7 – Aug. 6

FM Employees get 20% off with code 23VTFCULBRETH

Cabaret: Jul. 7–16
Dear Jack, Dear Louise: Jul. 21–30
An Evening with Yolanda Rabun: Aug. 3–6



**Buy
Tickets!**



<https://virginiateatrefestival.org/>

FM SPEAKS!

Take a few minutes to scan the QR code and share your language with us

Prenez quelques minutes pour scanner le code QR et partagez votre langue avec nous.

خذ بضع دقائق لمسح رمز الاستجابة السريعة ضوئيًا وشارك لغتك معنا

花几分钟扫描二维码并与我们分享您的语言

Nehmen Sie sich ein paar Minuten Zeit, um den QR-Code zu scannen und Ihre Sprache mit uns zu teilen



Facilities Management
Diversity, Equity, and Inclusion

#FMSpeaks #LanguageMatters #DiversityEquityInclusion



Learn more about the survey: <https://www.fm.virginia.edu/employees/language-survey.html>

Questions or comments about DEI updates? Email FM-DEI@virginia.edu

OCCUPATIONAL HEALTH AND SAFETY

Did You Know? WetBulb Globe Temperature

The WetBulb Globe Temperature (WBGT) is a measure of the heat stress in direct sunlight, which takes into account temperature, humidity, wind speed, sun angle, and cloud cover (solar radiation). This differs from the heat index, which takes into consideration temperature and humidity and is calculated for shady areas.

Suggested Actions and Impact Prevention		
WBGT(F)	Effects	Precautionary Actions
< 80		
80-85	Working or exercising in direct sunlight will stress your body after 45 minutes.	Take at least 15 minutes of breaks each hour if working or exercising in direct sunlight
85-88	Working or exercising in direct sunlight will stress your body after 30 minutes.	Take at least 30 minutes of breaks each hour if working or exercising in direct sunlight
88-90	Working or exercising in direct sunlight will stress your body after 20 minutes.	Take at least 40 minutes of breaks each hour if working or exercising in direct sunlight
>90	Working or exercising in direct sunlight will stress your body after 15 minutes.	Take at least 45 minutes of breaks each hour if working or exercising in direct sunlight

If you work or exercise in direct sunlight, the WBGT is a good element to monitor. Military agencies, OSHA, and many nations use the WBGT as a guide to managing workload in direct sunlight.

Check out the WetBulb Globe Temperature: <https://www.weather.gov/tsa/wbgt>

Preparedness - *What to do before doing outdoor activities when the WBGT is high -*

- **Wear a hat and light weight, light fitting, light colored clothes.**
- **Plan to take frequent breaks in shady areas.**

Safety - *What to do while doing outdoor activities when the WBGT is high -*

- **Take breaks in the shade.** Strenuous outdoor activities should be reduced, especially in direct sunlight where there is little ventilation.
- **Drink plenty of water or other non-alcohol fluids.** Your body needs water to keep cool. Drink plenty of fluids even if you don't feel thirsty.
- **Don't get too much sun.** Sunburn makes the job of heat dissipation that much more difficult.

OCCUPATIONAL HEALTH AND SAFETY

Tools for Your Toolbox: Hydration & Mental Health

Staying hydrated is crucial for our physical health, but does hydration impact our mental health as well? Yes!

According to a [2018 study](#), people who drank less water had a higher risk of depression and anxiety. A previous [study in 2014](#) found that when water intake was decreased, mood was adversely affected: individuals were less calm, more overwhelmed, and more prone to feelings of dissatisfaction.



Tips to Stay Hydrated:

- Drink a glass of water first thing in the morning.
- Set notification reminders for throughout the day on smart devices.
- Drink a glass of water before each meal.
- Set a daily goal.
- Drink a glass of water before bed.
- Eat fruits and vegetables high in water content.
- Try adding an electrolyte drink mix for flavor.
- Be aware of the [signs of dehydration](#).



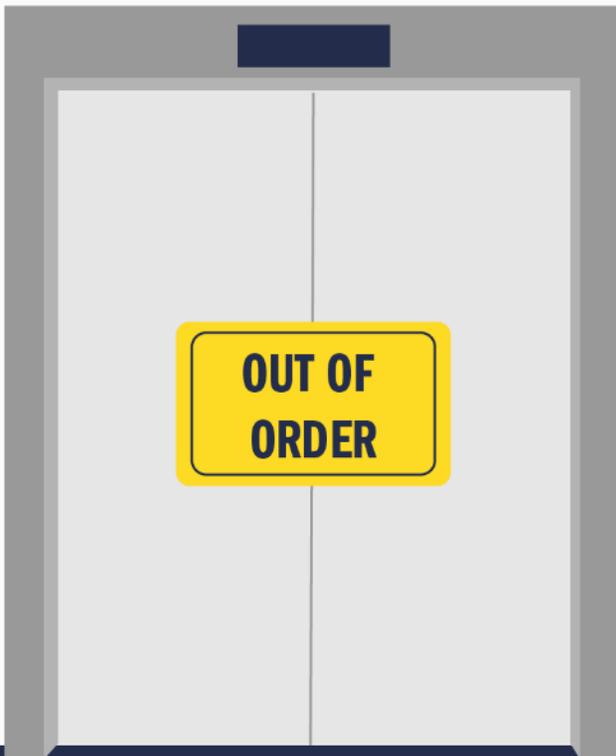
REPORT A BARRIER

Use the form to report physical infrastructure concerns such as

- Broken doors or elevators***
- Unlit areas***
- Unsafe walkways***
- Fall hazards***
- Missing handrails***
- Non-operating lights***



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



Fire Extinguisher Training Starts August 2023

Join us for this 1-hour optional training to learn how to respond to fire emergencies! Offered monthly. Supervisor permission required.

AUG. 8 | SEP. 12 | OCT. 10 | NOV. 14 | DEC. 12

SKIPWITH HALL, ROOM 010, 11 A.M.–NOON

Sign up required:



Questions? Email FM-OHS@virginia.edu

OCCUPATIONAL HEALTH AND SAFETY

From UVA Emergency Management: UVA Alerts, Active Attacker Training & Supervisors' Training

Dan Shantler, systems control center manager, and UVA Emergency Management have prepared the documents below to update FM employees on emergency procedures.

- UVA FM-OHS is supporting the distribution of these documents and training by presenting these materials & training to **FM safety committees** who will then share with their shops. Sessions for custodial staff will also be scheduled.
- Translated materials and other accessible options can be made available.
- Procedures that can be shared with contractors and vendors that work with FM are also in development.

If you have questions or concerns, reach out to Dan to learn more: 434-953-0934 or des5nw@virginia.edu

Download the resource documents:

Active Attacker Response



- Facilities Management (FM) Active Attacker Response**
1. Familiarize yourself with FM's UVA Alert Response Procedures.
 2. Complete the [UVA Active Attacker Prevention and Response Training Video](#) in Workday.
 3. If the UVA Alert identifies that an active attacker threat is occurring, the message may indicate to "RUN, HIDE, FIGHT". Below are definitions for each action and the steps you should take.
 - Run – When an active attacker is in your vicinity:
 - Evacuate if a safe route is available.
 - Leave your belongings behind.
 - If it is safe for you to do so, help others run.
 - When it is safe for you to do so, call 911 to report the incident and

<https://at.virginia.edu/5yFksi>

UVA Alerts



- Facilities Management (FM) UVA Alert and/or Active Attacker Procedures for Supervisors**
1. As of May 27th, 2023, all UVA issued cell phones should be set to receive UVA Alert notifications.
 - Instructions for confirming a device and adding additional phone numbers and email addresses to your UVA alerts account can be found at the [UVA alerts website](#) under the "MANAGING YOUR UVA ALERTS ACCOUNT" heading.
 2. If appropriate/necessary, ensure your staff's phone locations are available on your work cell phone.
 - This helps you know if you have staff in the affected area.
 3. Ensure that your staff knows their designation status and what that requirement means for your specific area of responsibility.
 - Also verify that they are appropriately designated in Workday.

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

Active Attacker & UVA Alert Response for Supervisors



- Facilities Management (FM) UVA Alert and/or Active Attacker Procedures for Supervisors**
1. As of May 27th, 2023, all UVA issued cell phones should be set to receive UVA Alert notifications.
 - Instructions for confirming a device and adding additional phone numbers and email addresses to your UVA alerts account can be found at the [UVA alerts website](#) under the "MANAGING YOUR UVA ALERTS ACCOUNT" heading.
 2. If appropriate/necessary, ensure your staff's phone locations are available on your work cell phone.
 - This helps you know if you have staff in the affected area.
 3. Ensure that your staff knows their designation status and what that requirement means for your specific area of responsibility.
 - Also verify that they are appropriately designated in Workday.

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



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.

July 21: Comic Con

July 22: Casual Pi Day

July 23: Hot Enough For Ya Day

**July 24: International Self-Care
Day**

July 25: Culinaricians Day

July 26: Aunties Day

July 27: National Love-is-Kind Day

WELLNESS

Summer Pet Safety



Source: <https://www.asPCA.org/pet-care/general-pet-care/hot-weather-safety-tips>

Latest COVID-19 Vaccine Recommendations

- Adults ages 65 and older and immunocompromised people can **get an additional bivalent COVID-19 vaccine dose** as of April 19.
- Monovalent (original) COVID-19 mRNA vaccines will no longer be recommended for use in the United States due to the increased effectiveness of the bivalent vaccines.

What has not changed:

- CDC continues to recommend that everyone ages 6 years and older receive a bivalent mRNA COVID-19 vaccine. Individuals ages 6 years and older who have already received a bivalent mRNA vaccine do not need to take any action unless they are 65 years or older or immunocompromised.
- For young children, multiple doses continue to be recommended and will vary by age, vaccine, and which vaccines were previously received.

COVID-19 vaccines remain widely available at local healthcare providers, pharmacies, and clinics throughout the area. [Information on BRHD vaccination clinics can be found on their website](#). Community members can also search for COVID-19 vaccine appointments throughout the state and country [using the national vaccine locator tool](#) or by calling 1-800-232-0233 (TTY 1-888-720-7489).

Source: <https://myemail.constantcontact.com/BRHD-Newsletter-4-21-2023.html?soId=1134059434350&aid=05KYE3i10cU>

OCCUPATIONAL TRAINING

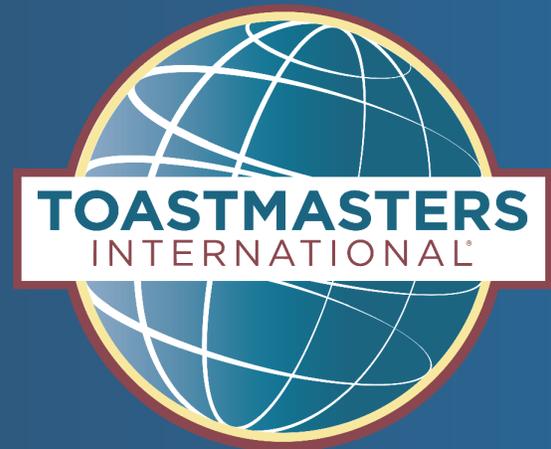
FM JOB LISTINGS*

- R0046368 HVAC Mechanic or HVAC Senior Assistant
- R0050520 Recycling Program Coordinator
- R0050282 Fire Safety Inspector
- R0047282 Construction Project Manager
- R0050407 Utilities Supervisor
- R0050345 Custodial Services Worker - Multiple shifts available!
- R0049262 Pipefitter/Steamfitter
- R0049252 Trades Assistant
- R0049244 Welder
- R0048526 Senior Pipefitter/Steamfitter
- R0046146 Licensed Tradespeople (HVAC, Electrical or Plumbing), Weeknight/Weekend Day Shift
- R0044445 Senior Welder for Utility Systems
- R0044441 Senior Pipefitter/Steamfitter
- R0044377 Senior Electrician
- R0041953 Drywall/Plasterer
- R0040954 Senior Welder for Utility Systems
- R0050036 Custodial Services Worker - Evening Shift
- R0049672 Fire Suppression Systems Technician
- R0050108 HVAC Mechanic or Senior Mechanic
- R0050035 HVAC Refrigeration Supervisor
- R0049950 Plumber Senior Assistant
- R0050106 Senior Trades Utility Worker
- R0049741 Sign Shop Worker
- R0049343 Associate Director of Automation Services
- R0049400 Associate IT Systems Administrator
- R0049517 Heat Plant Maintenance Manager
- R0048679 BAS Controls Assistant
- R0048734 Facilities Services Representative
- R0048892 IT Help Desk Specialist (Wage)
- R0048532 Instrumentation & Controls Technician
- R0048983 Plumber
- R0048537 Senior Electrician
- R0048812 Trades Assistant
- R0048313 Senior HVAC Mechanic, Night Shift, 6:00pm - 6:00am
- R0047982 Student Assistant, Geospatial Engineering Services (Student Wage)
- R0046946 Custodial Services Workers, Multiple Shifts Available!
- R0046919 Geospatial Space Technician
- R0047417 Mason - CC&R
- R0046590 Utility Locator/Damage Prevention Technician
- R0045925 Custodial Services Supervisor, Evening Shift, North Grounds Zone
- R0046336 HVAC Mechanic
- R0044371 Electrician
- R0044588 Metering Technician
- R0042657 Carpenter - Construction & Renovation Services
- R0042542 Controls Engineering Technician/Senior Controls Engineering Technician
- R0042051 Recycling Worker
- R0036157 Historic Mason - CC&R



* As of 7/17/2023

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 Kristy Davis at kad4t@virginia.edu to attend.

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

See the article in FM's *Employee News*:

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