

# The Occupational Programs Bi-Weekly Wrap Up

UVA Facilities Management

09.27.2024

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**FM Mission:** We serve and plan for our community today while assessing and adapting to the needs of tomorrow.

**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.

## YOU'RE INVITED! UVA FM EMPLOYEE APPRECIATION LUNCH

CORNER OF LEAKE DR. & ALDERMAN RD. (ROTC LAWN)

catered by **WAHOO BBQ**

- All FM employees allotted **90 minutes minimum** to attend & enjoy
- Employees not on shift during event hours will have **hot food delivery**
- **Carpooling in FM vehicles encouraged**

**LOOK FORWARD TO** ♦ **BBQ** ♦ **dessert**  
♦ **drinks** ♦ **music** ♦ **lawn games**  
♦ **resource tables**

*If you have questions, contact FM DEI*

*Specialist Emily Douglas at*

[em4hg@virginia.edu](mailto:em4hg@virginia.edu) or

[FM-DEI@virginia.edu](mailto:FM-DEI@virginia.edu).

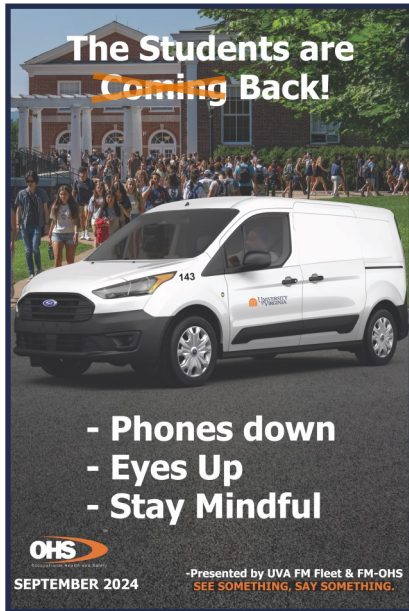


***Don't forget:  
Reasons to Celebrate!***

## OCCUPATIONAL HEALTH & SAFETY

### Did You Know? Planning Trips & Deliveries Around Grounds

We've all noticed the increased amount of construction projects taking place on grounds, and with students back for the semester the **hazards for driving around on grounds have increased. To mitigate these risks and improve safety of deliveries and travel, keep these tips in mind:**



- **Avoid McCormick Road, unless you have specific job task that requires this route.**
- **Stay mindful of the pedestrians! This includes scooters and skateboarders**
- **The bike lane is for bikes only. If there is no bike lane, the bicyclist becomes part of traffic and should use the lane just as a vehicle.**
- **Stay aware of construction sites and projects—Check your email for notifications.**
- **Always use a spotter when backing up your vehicle if one is available, even if the vehicle has a back up camera.**
- **Plan your trip around class change times.**

### Tools for Your Toolbox: FEAP Launches on Substack!

FEAP is excited to announce the launch of their new

**Substack: <https://uvafeap.substack.com/>.**

Substack is an online platform that allows writers to create & publish subscription-based newsletters, podcasts, and videos.

**This platform:**

- **Serves as a centralized hub** where you can easily access all of FEAP's articles, resources, and tools in one place.
- **Allows FEAP to provide real-time updates** and give you the newest information on well-being, mental health, and support—without waiting for FEAP's regular newsletter.

Whether you're looking for monthly articles on various mental health topics, tools for stress management, or resources to foster emotional resilience, you can now stay connected to the latest information as soon as it's available!

**<https://uvafeap.substack.com/>**

**UVA FEAP is always FREE for employees:**

**<https://uvafeap.com/> | 434-243-2643**



#### FEAP's Substack

FEAP offers confidential, no-cost services for employees and families, including counseling, referrals, and follow-ups. Our Substack features Tips of the Month, support articles, podcasts, webinar follow-ups, and more.

## OCCUPATIONAL TRAINING

*You're Invited to...*

### PROGRESSIVE DISCIPLINE AS A MANAGEMENT TOOL

Join Employee Relations for an engaging and interactive workshop on this popular management topic. With group discussion and sample case studies you'll build skills in the proactive management and application of existing policy and procedure.

OPEN REGISTRATION WORKSHOP

ROTUNDA  
MULTI-PURPOSE ROOM  
OCTOBER 8, 2024 \* 10AM TO NOON

Register in Workday Learning



Email [FM-Training@virginia.edu](mailto:FM-Training@virginia.edu) with any questions.



EMPLOYEE RELATIONS

## UVA Talent Development Training Highlight

### Decision Making: How to Make Better Choices

In the dynamic landscape of professional environments, the ability to make sound decisions is a critical skill that directly influences success.

*This course is for anyone seeking to enhance their decision-making capabilities. The course delves into the intricacies of decision-making, exploring the common pitfalls known as the four villains: overconfidence, short-term emotion, confirmation bias, and narrow framing.*

Virtual, October 16, 1-4 PM

Register: <https://at.virginia.edu/7j88bm>



### Education Benefits:

### Redeem Before the End of the Year!

- The Professional Development Benefit is available for use on job or career-growth offerings relevant to your current job. Up to **\$2,000** may be used for professional development, including classes, certification training, and conferences.
- The Tuition Benefit is applied to for-credit coursework toward a degree or academic certificate program. Up to the full **\$5,250** may be used for tuition toward a degree-seeking program.

### How to apply & redeem:

1. Discuss with your supervisor.
2. Submit an Education Benefit Request in Workday:  
<https://at.virginia.edu/zpi4ds>.

For additional information, email [askHR@virginia.edu](mailto:askHR@virginia.edu) or for general questions, contact the Occupational Training team: [fm-training@virginia.edu](mailto:fm-training@virginia.edu).

## SUPERVISOR JOURNEY:

LEARN THE SKILLS AND KNOWLEDGE YOU NEED TO EXCEL

Covering (but not limited to):

- Human Resources Overview
- Facilities Management Process Overview
- Digital Skills (Software & Apps)
- People Management
- Individual & Team Development Resources

Starting in October!

### How to Join:

1. Get the "OK" from your supervisor.
2. Email [FM-Training@virginia.edu](mailto:FM-Training@virginia.edu).



## APPRENTICESHIP

### Inspire the Next Generation through Our Apprenticeship Program: Become an Instructor!

*Are you a seasoned professional with a passion for your trade?  
Ready to take the next step in your career and make a lasting  
impact? Join us as an Apprenticeship Program Instructor!*



### Why This Role Rocks:



Instructor & Newcomb Zone Supervisor Chip Martin  
working with apprentices and the HVAC simulator.

- ★ **Inspire the Future:** Shape the next generation of skilled workers by sharing your expertise and experience.
- ★ **Elevate Your Career:** This role offers incredible opportunities for your own professional growth and development.
- ★ **Lead with Confidence:** As a supervisor, you'll guide and mentor apprentices, helping them reach their full potential.

### What You Bring:

- **Supervisor experience** and a valid license in your trade
- **For Masons and Carpenters:** 4+ years of journey-level experience

### Ready to lead, inspire, and grow?

*Obtain your leadership's support and apply  
now to be a cornerstone of our  
apprenticeship program!*

**To learn more, reach out to the**

**Apprenticeship Team:**

**[FM-Apprenticeship@virginia.edu](mailto:FM-Apprenticeship@virginia.edu)**

## DIVERSITY, EQUITY & INCLUSION

### Increased ACCESS to Health Care:



UVA Health announces a new primary care and same-day care option at the [UVA Health Employee Primary Care](#) clinic in the West Complex. *This clinic is available for all UVA employees who are enrolled in one of UVA's health plans.*

UVA Health offers many locations for employees cited in this chart [pdf]:

<https://at.virginia.edu/kw0ics>

Reduce Your Costs for Non-Urgent or Urgent (Non-Emergency) Care				Emergency Room
UVA offers employees alternatives to costly ER visits for many illnesses, injuries, and health concerns.				
<b>UVA Health</b> <a href="#">Employee Primary Care</a> West Complex, Collins Wing, 3rd Floor, Suite 3400	<b>UVA Health</b> <a href="#">Employee Health</a> 400 Brandon Ave.	<b>UVA-WorkMed</b> 1910 Arlington Blvd.	<b>UVA Health</b> <a href="#">Same-Day Clinic</a> 1222 Jefferson Park Ave.	<b>UVA Health</b> <a href="#">University Hospital Emergency Department</a> 1215 Lee St.
<b>Services</b> <ul style="list-style-type: none"> <li>Primary care services</li> <li>Annual physical</li> <li>Vaccinations</li> <li>Chronic illness management</li> <li>Cold and flu</li> <li>Ear infections</li> <li>Skin conditions</li> </ul>	<b>Services</b> <ul style="list-style-type: none"> <li>Pre-employment screening</li> <li>Work-related injury, including exposure to bodily fluids or communicable diseases</li> <li>Workplace safety compliance needs like immunizations, titers, fit testing, and symptomatic COVID-19 testing</li> </ul>	<b>Services</b> <ul style="list-style-type: none"> <li>Pre-employment screening</li> <li>Work-related injury, including exposure to bodily fluids or communicable diseases</li> <li>Workplace safety compliance needs like immunizations and fit testing</li> </ul>	<b>Services</b> <ul style="list-style-type: none"> <li>Conditions referred by a UVA Health provider or clinic.</li> <li>Minor acute illnesses and/or injuries, such as               <ul style="list-style-type: none"> <li>Cold/flu/sore throat</li> <li>Sinus pain</li> <li>Ear pain</li> <li>Skin rashes</li> <li>Allergy symptoms</li> </ul> </li> </ul>	<b>Services</b> <ul style="list-style-type: none"> <li>Chest pain</li> <li>Slurred speech</li> <li>Broken bones</li> <li>Dislocated joints</li> <li>Head injuries</li> <li>Vision problems</li> <li>Severe dizziness</li> <li>Severe abdominal pain</li> </ul>
<b>Access</b> To schedule an appointment, please call 434.297.4680 or log into your UVA Health MyChart account to schedule.	<b>Access</b> 434.924.2013 Appointment required. Walk-in testing available.	<b>Access</b> 434.243.0075 Appointment required.	<b>Access</b> Referral required from UVA provider or clinic. Appointment required. No walk-ins.	<b>Access</b> Walk-in.
<b>Eligibility</b> Employee members of the UVA Health Plan (any plan option).	<b>Eligibility</b> University Medical Center Employees.	<b>Eligibility</b> Academic Division and UPG employees subject to UVA Health occupational health policies.	<b>Eligibility</b> Anyone.	<b>Eligibility</b> Anyone.
<b>Your Cost</b> No cost for preventative care. Basic Health: deductible & 20% coinsurance. Value Health: \$25 copay. Choice Health: deductible & 15% coinsurance.	<b>Your Cost</b> No cost.	<b>Your Cost</b> No cost.	<b>Your Cost</b> Basic Health: deductible & 20% coinsurance. Value Health: \$25 copay. Choice Health: deductible & 15% coinsurance.	<b>Your Cost</b> Basic Health: deductible & 25% coinsurance. Value Health: deductible & 25% coinsurance. Choice Health: deductible & 20% coinsurance.

UVA Health Plan Choose Well, Feel Good

## Wahoo Commute



Thanks to the [Hoos Making an Impact project from Patrick Clark \(UVA P&T\) and Ethan Heil \(UVA FM\)](#), Wahoo Commute is now LIVE!

Earn money each day by biking, walking or carpooling to work when you turn in your annual parking pass - and be entered into a **monthly \$500 raffle!** Plus, learn about an e-bike rebate option for qualifying purchases up to \$400!

→ Learn more about Wahoo Commute: <https://at.virginia.edu/bkejx6>

→ Email Wahoo Commute by clicking this link: [WahooCommute@virginia.edu](mailto:WahooCommute@virginia.edu)

→ Don't forget to tune in **next Saturday, October 5th** as Ethan Heil discusses, "The Future of Electronic Vehicles and the US Auto Industry: Disruption or Evolution?"

→ Click this link to register and learn more: <https://at.virginia.edu/uld8v4>

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



## RECAP: DAY OF CARING AT THE VIRGINIA DISCOVERY MUSEUM



### UVA C&RS Team Members with UVA EVP-COO, J.J. Davis

Pictured, left to right: Freddy Ntamulenga, Henry Garrison, Walter Harris, Vu Nguyen, J.J. Davis, Brett Bryant, Michael Layman, Kyle Bywaters, Mike Flowers, Bryan Ferguson, Corey Eppard, and Paul Norford.

Thank you for being a part of Day of Caring!

*"I can't emphasize enough how much the Virginia Discovery Museum staff appreciated the Facilities Management team who came to Day of Caring at the museum yesterday. Their expertise, talent and wisdom helped us troubleshoot an extensive list of renovation projects, and they could not have been better sports about all the challenges presented by a historic building in which children's safety is the number one concern. It was wonderful to hear that so many of the team members are parents, grandparents, aunts and uncles, and plan to come back and visit the museum with their loved ones so the kids can see the finished exhibits."*

- Janine Dozier, Executive Director, Virginia Discovery Museum

## NEW EMPLOYEE ONBOARDING



### Welcome to New FM Employees

(left to right)

**Back Row:** Travis Lambert, Landscaper;

**Franklin Torres**, Temp, Energy & Utilities; **Samuel Wright**, Custodian, Housing; **Anthony Hoang**, Temp, Programs & Informatics.

**Front Row:** **Matthew Knight**, Recycling Worker; **Rahiem Monroe**, Landscaper; **Monika Bell**, Finance Associate, Finance; **Sydney Kuczenski**, Sustainability Outreach & Engagement Specialist, Green Labs; **Joshua Hussey**, Boiler Operator, Heat Plant

# SPARC OF HOPE

5K RUN & WALK

8:00 AM  
SATURDAY, OCTOBER 19  
at East End Farm  
near Zion Crossroads

Raffle prizes!  
Local resources!  
Family-friendly activities!  
Food & more!

Help shine a light on suicide  
prevention & encourage hope in our  
community!

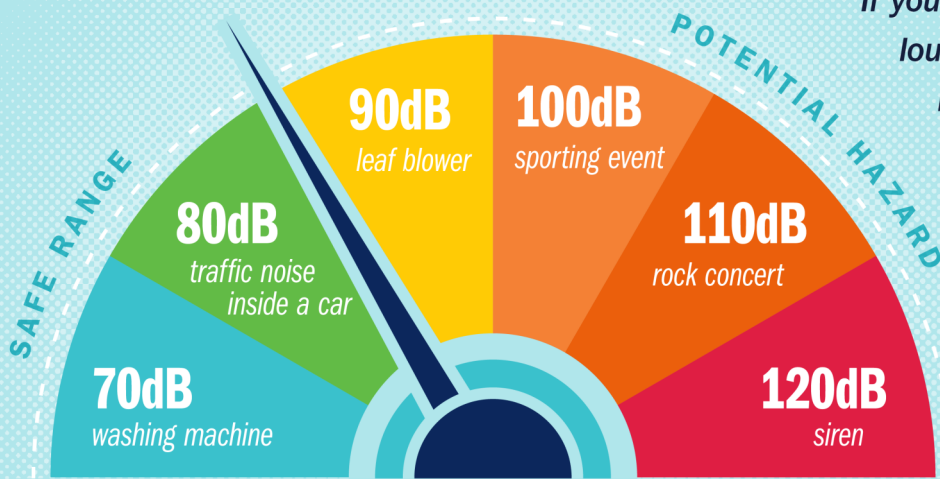
**SPARC**  
SUICIDE PREVENTION AWARENESS RESOURCE COUNCIL  
SPARCHOPE.ORG

Join our team!  
**UVA TEAMS: STEPPING FORWARD TOGETHER**  
at [sparchope.org](https://sparchope.org)





## Noise-induced hearing loss can happen anywhere — EVEN AT HOME, FROM EVERYDAY NOISES.



If you cannot avoid exposure to loud noise, use the correct hearing protection properly to keep your senses safe, no matter where you are!

FOR MORE  
INFO, EMAIL

[fm-ohs@virginia.edu](mailto:fm-ohs@virginia.edu)



All month, **Bernie the Bee** will be posting information and tips about how to best protect your hearing at home and work!

Below: FM Industrial Hygiene Specialist Narges Sinaki fit FM Housing Maintenance teams with personal noise dosimeter (a clip-on device that measures sound levels

around you). Right: Narges uses sound level meter to record sound levels in mechanical room. These devices can help determine which tasks require hearing protection. Contact [Narges](#) for more information.



**What is Industrial Hygiene?** Industrial hygiene is about identifying and managing workplace hazards to protect workers and the community from harm. This includes spotting potential dangers, assessing risks, controlling exposures, and checking to see that safety measures are effective.

**Follow Bernie**



*Reasons to celebrate are all around us!*

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

**September 27: Ancestor  
Appreciation Day**

**September 28: Save Your Photos  
Day**

**September 29: National Goose Day**

**September 30: Translation Day**

**October 1: National Hair Day**

**October 2: Walk to School Day**

**October 3: National Techies Day**



# OCCUPATIONAL PROGRAMS

## View & 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://jobs.virginia.edu/>

Not all listings are available to external applicants. Questions on job listings should be directed to [AskHR@virginia.edu](mailto:AskHR@virginia.edu)

## FM JOB LISTINGS\*

- R0059478 Access Control Technician or Senior Access Control Technician
- R0064573 Associate Construction Superintendent or Superintendent
- R0060401 BAS Application Engineer
- R0062357 Boiler Operator
- R0063714 Carpenter
- R0064653 Carpenter
- R0065414 Communications Assistant (Student Wage)
- R0062705 Construction Administration Managers/Senior Construction Administration Managers
- R0062706 Construction Project Manager/Senior Project Manager
- R0062332 Custodian, Housing: M-F 8:00am -4:30pm
- R0063198 Custodian, Multiple Evening Shifts
- R0062310 Electrician
- R0063533 Electrician
- R0063403 Elevator Mechanic
- R0061881 Energy and Sustainability Associate Engineer and Engineer
- R0064264 Environmental Graphic Designer
- R0064626 Financial Analyst
- R0063909 Facilities Services Representative
- R0059247 Fire Systems Assistant Technician
- R0062359 Heat Plant Supervisor
- R0065211 Instrumentation & Controls Technician
- R0061834 Landscaper
- R0061980 Licensed Tradespeople (HVAC, Electrical or Plumbing), Shift (Various) Part and Full Time Available
- R0059547 Mechanical Engineer
- R0062629 Metering Technician
- R0063274 Preconstruction and Project Development Manager
- R0061815 Recycling Worker
- R0059548 Senior Mechanical Engineer
- R0065529 Senior Pipefitter
- R0063297 Senior Trades Utility Technician, Housing
- R0064062 Senior Welder for Utility Systems
- R0047982 Student Assistant, Geospatial Engineering Services (Student Wage)
- R0063546 Utility Locator/Damage Prevention Technician

\* As of 9/24/2024