

The Occupational Programs Bi-Weekly Wrap Up

UVA Facilities Management

05.03.2024

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Vu Nguyen

DIVERSITY, EQUITY & INCLUSION

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SAFETY WEEK

Celebrated by UVA FM & contractors
across Grounds, May 6-10.

[Learn more on page 2 >>](#)



May is MENTAL HEALTH AWARENESS MONTH

Check out page 6 for events, resources,
facts, and ways you can normalize talking
about mental health and seeking help >>



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

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

SAFETY WEEK 2024

Celebrated by UVA FM & contractors
across Grounds, May 6-10.

UPCOMING EVENTS:

→ **ALL WEEK: Look for FM Safety Committees “taking over” Bernie the Bee’s social feeds:**

→ **Facebook:** <https://www.facebook.com/BernietheBeeFM>

→ **Twitter:** <https://twitter.com/berniethebee>

→ **Instagram:** <https://www.instagram.com/BernietheBeeFM>

→ **Functional Movement Workshops:** Learn the best way to “stretch & flex” to prepare for work through discussion of concepts and actual stretching demonstrations with North Grounds Assistant Manager for Zone Operations Katarina Radovic. **Functional movement** exercise plays a crucial role in FM work environments for several reasons: job performance enhancement, injury prevention and improved flexibility. **Just like professional athletes, workers are industrial athletes and should consistently stretch before starting their shifts. It's a small investment with significant returns in terms of safety, health, and job performance.**

→ **Monday, May 6, 1-1:45 p.m.,** in Skipwith Hall Room 010

→ **Wednesday, May 8, 9-9:45 a.m.,** in Skipwith Hall Room 112

→ **FM-Wide Safety Stand-Down: Wednesday, May 8**—various times & locations.

Following the same model as the stand down in September 2023, topics will be provided to teams with the expectation that a 15-to-30-minute Safety Stand-down will be held on all UVA/FM jobsites covering the following topics:

- ★ General safety message: **Safety is everyone's responsibility.**
- ★ **Reporting Near Misses & Safety Concerns:** See something, Say something, Save someone.
- ★ **Housekeeping on the job: A clean job is a safe job.**
- ★ **Reviewing Job Hazard Analysis & Task Planning.**
- ★ **Mental Health Awareness:** Review the stats for suicide in construction as they compare to Focus Four Hazards (falls, caught-in, struck-by, electrocution).
- ★ **What it means to be a leader in safety.**

Did your team host a stand-down?

Send photos of your event to FM-OHS@virginia.edu for a celebration in our newsletter and social media.

→ **C&RS Safety Committee PPE and swag table: Thursday, May 9, 12:30-3 p.m.,** between the Leake Building and Skipwith Hall—The Construction & Renovation Services Safety Committee will host a display of PPE and giveaways and share reminders and tips for using it safely and effectively. A representative from 3M will be on site from 1-1:30 p.m. FEAP will also have a table with information about their mental health resources and initiatives.

Questions? Email FM-OHS@virginia.edu.



APPRENTICESHIP



Apprenticeship applications are open!

Apply now through May 5

- Single Craft: Masonry
- Single Craft: Carpentry
- Multi-Craft: Maintenance Mechanic, Electrical, Plumbing, or HVAC



Find the application for all three tracks:
apprenticeship.fm.virginia.edu

Apply today!

Become a part of more than 40 years of skilled trades learning & career building!

[View Postings & Apply >>](#)

Current UVA Employees must apply using their existing [Workday account >>](#)

Find Job Application Help



Do you or a friend need **FREE** help preparing your resume, cover letter, or for your interview?

Reach out to [UVA Pipelines & Pathways](#):

(434) 924-7693 or

uvapipelines@virginia.edu

Employee Profile: Vu Nguyen from FM News

Check out this profile of UVA FM Apprenticeship carpentry graduate Vu Nguyen (pictured) by FM communications senior generalist Jane Centofante.



Vu is a proud dad and now works as a cabinet builder in C&RS and contributed to the recent UVA Chapel renovation project.

Read more: <https://at.virginia.edu/yuWBW1>

DIVERSITY, EQUITY & INCLUSION

UVA Bereavement Leave Update -

- **Bereavement Leave policy update:** Please note that UVA Policy [HRM-013.04](#): Bereavement Leave for University Staff Employees, has been updated to include pregnancy loss.
- Please find more information about UVA Occasional Time Off [by clicking here](#).



- **Powwow Location:** 225 Laurel Cliff Road, Monroe, VA 24575
 - Learn more about the 2024 Powwow by [clicking here](#).
- Learn more about UVA, the traditional territory of the Monacan Indian Nation and Land Acknowledgement by [clicking here](#).

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

OCCUPATIONAL TRAINING

Trades Seminars: Plumbing, June 6

Attention Tradespeople! Beginning in June, FM Occupational Training will kick off Trades Seminars, bringing trade-specific information to the respective craft employees. This event will allow you to engage with other craftspeople from across FM to discuss current and emerging practices and new technologies, concluding with lunch and networking.

Plumbing is scheduled for June 6th at Ern Commons.

Be on the lookout for more information!

If you have suggestions for specific topics for your trade, please email fm-training@virginia.edu.

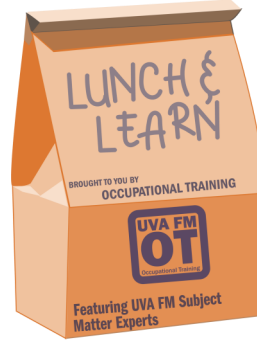
HR Benefits Counselor at FM

On May 23, UVA FM will be hosting a UVA Human Resources Benefits Counselor Drop-In Session at the OP Focus Room (LL Skipwith) from 1-3 PM to answer employee questions.

For a [full list of dates](#), email FM-Training@virginia.edu

Lunch & Learns

Join us on June 5, Noon–1:00 PM, in Skipwith Hall 112 or virtually via Teams to learn more about [UVA Procurement](#) from John Gerding, Procurement Commodity Manager.



See more details, reminders, and sign up: <https://at.virginia.edu/UVAFMProfDev2024>

NEW EMPLOYEE ONBOARDING



Welcome to new FM employees joining FM as of April 22 (left to right):

- **Abby Tanner**, Project & Construction Management Supervisory Team Leader, CC&R
 - **Grant Perkins**, Sign Shop Assistant Worker, C&RS
 - **Scott Swearingen**, Business Systems Analyst 2, Technology & Innovation
- Not pictured: **Paul Bredder**, Cabinet Shop, C&RS

Training Highlights: Organizational Excellence

Appreciative Practices for Organizational Change (In Person)

- ★ May 8, 11:00 AM-Noon
 - ★ Halloway Hall—Room 116, Bavaro Hall
- Appreciative Inquiry is an organizational change methodology that identifies and builds on strengths to achieve one's goals. Appreciative practices are simple actions that capitalize on the underlying tenets of appreciative inquiry to improve outlook, generate positive energy, and inspire growth. This session will explore how to incorporate appreciative practices into our daily lives to enhance our experiences both at work and in life.

Register: <https://at.virginia.edu/j01t2Q>

What's Age Got to Do With It: Generational Differences (Virtual), May 13, 7:30-10:30 AM

The goal of this course is to build a better understanding of various generations. Participants will learn to strengthen and enhance their team's ability to improve communication by discussing the stereotypes and characteristics of each generation currently in the workforce. Participants will also discover new ways to leverage generational assets and drive organizational results.

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

MAY IS MENTAL HEALTH AWARENESS MONTH



— MAY IS —
MENTAL HEALTH AWARENESS MONTH

feap
Faculty & Employee Assistance Program

FEAP INCLUDES FREE RESOURCES FOR YOU, YOUR FAMILY & YOUR AT-WORK TEAM.

Mental Health Awareness Month was started in 1949 and has been a foundation in bringing mental health to the forefront of conversation.

Raising awareness around mental health reduces stigma and discrimination, helps educate the public, and facilitates a safer environment for people to seek treatment.

Check out these resources and events taking place this month with **UVA FEAP**:

- Well-Being Walk: Breaking Stigma and Building Hope, May 3, 2-3pm:
<https://at.virginia.edu/VSuK2I>
- Connect for Support, May 8, 12-12:30pm:
<https://at.virginia.edu/QUvf1o>
- Mental Health Awareness in the Workplace: A Grassroots Movement at UVA, May 22, 12-1pm:
<https://at.virginia.edu/ke9T0z>

Other resources for mental health:

- ★ Region Ten Community Services Board:
<https://regionten.org/services/>
- ★ National Alliance on Mental Illness:
<https://at.virginia.edu/7eJVEY>
- ★ Substance Abuse and Mental Health Services Administration: <https://www.samhsa.gov/>

Mental Health Facts:

- ★ **1 in 5 adults** experience mental illness each year, and **only half seek treatment.**
- ★ The average *delay between onset of mental illness symptoms and treatment is 11 years.*
- ★ **50% of all lifetime mental illness begins by age 14 and 75% by age 24.**





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.

May 3: Wild Koala Day

May 4: National Renewal Day

May 5: Cinco de Mayo

May 6: Safety Week begins!

May 7: National Teachers' Day

May 8: FM-Wide Safety Stand-Down

May 9: C&RS PPE & Swag Table

May 10: National Golf 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

FM JOB LISTINGS*

- R0058889 Landscape & Grounds Worker
- R0060341 IT Help Desk Specialist
- R0060401 BAS Application Engineer
- R0055555 Project & Construction Management Supervisory Team Leader
- R0060165 General Services Worker
- R0059548 Senior Mechanical Engineer
- R0058751 General Services Worker
- R0059547 Mechanical Engineer
- R0058076 Mechanical or Electrical Engineering Technician
- R0055326 Carpenter - Construction & Renovation Services
- R0057956 Computer Help Desk Tech (Student Wage)
- R0059478 Access Control Technician or Senior Access Control Technician
- R0058072 Mechanical or Electrical Engineering Associate
- R0059936 Maintenance Zone Manager
- R0058912 IT Help Desk Specialist (Staff Wage)
- R0058912 IT Help Desk Specialist (Staff Wage)
- R0058765 Mason - CC&R
- R0057586 Mason - CC&R
- R0055280 Construction Project Manager/Senior Project Manager
- **R0058859 Carpenter Apprenticeship Program**
- **R0058858 Mason Apprenticeship Program**
- **R0058869 Multicraft Apprenticeship Program**
- R0056861 Construction Administration Managers/Senior Construction Administration Managers
- R0060264 Instrumentation & Controls Technician
- R0056251 Heat Plant Operator
- R0057096 Electrician
- R0047982 Student Assistant, Geospatial Engineering Services (Student Wage)
- R0059423 Senior Trades Utility Worker
- R0057119 Senior HVAC Mechanic, Evening Shift, 3:00pm - 11:30pm
- R0056252 Heat Plant Operator Assistant
- R0059423 Senior Trades Utility Worker
- R0059240 Senior Welder for Utility Systems
- R0059967 Welder
- R0059030 Director of Operations - Department of Electrical & Computer Engineering
- R0056250 Heat Plant Supervisor
- R0057979 Custodial Services Worker, Housing: M-F 8:00am-4:30pm
- R0060422 Finance Associate or Finance Generalist
- R0059668 Custodial Services Worker - Evening Shift
- R0055818 Custodial Worker, Housing: Sunday - Thursday, 11:30pm - 8am
- R0055819 Custodial Worker, Housing: M - F, 4:30pm to 1:00am
- R0059500 Construction Superintendent
- R0059500 Construction Superintendent
- R0056614 Custodial Services Worker - Multiple shifts available!
- R0059247 Fire Systems Assistant Technician
- R0054806 Construction Project Manager
- R0060085 HVAC Assistant or HVAC Senior Assistant
- R0053226 HVAC Mechanic or HVAC Senior Assistant
- R0057125 Plumber Senior Assistant
- R0060203 Roof Specialist

* As of 4/29/2024