

OCCUPATIONAL HEALTH AND SAFETY



Did You Know? Leading vs. Lagging Indicators

- **Leading indicators** are proactive and preventive measures that highlight the effectiveness of safety and health activities and reveal potential problems.
- **Lagging indicators** measure the occurrence and frequency of events that occurred in the past (ex: the number or rate of past injuries, illnesses, and fatalities).

Instead of just reacting to accidents (lagging indicators), leading indicators help prevent them by showing how well your safety programs are working.

Leading indicators can improve organizational performance in a variety of ways:

- ★ Prevent workplace injuries and illnesses.
- ★ Reduce costs associated with incidents.
- ★ Improve productivity and overall organizational performance.
- ★ Optimize safety and health performance.
- ★ Increase worker participation.

Reach out to FM-OHS to learn more: <https://www.fm.virginia.edu/depts/ohs/contactus.html>

Tools for Your Toolbox: Mental Health Crisis



A mental health crisis is a situation where a person’s actions, feelings, or behaviors put them at risk of harming themselves or others, OR make it difficult for them to care for themselves or function in their community.

WARNING SIGNS OF A MENTAL HEALTH CRISIS:

- Inability to perform daily tasks
- Rapid mood swings
- Abusive behavior to self and others, including substance use or self-harm
- Increased agitation verbal threats, violent, out-of-control behavior, destroys property
- Isolation
- Paranoia, suspicion and mistrust of people or their actions without evidence or justification

[Check out upcoming mental health wellness opportunities >>>](#)

IF YOU ARE WORRIED

that you or a loved one are in crisis or nearing a crisis, seek help!

- ★ UVA FEAP: <https://uvafeap.com/>
- ★ Call the National Suicide Prevention Line: 1-800-273-8255
- ★ Call 911

DIVERSITY, EQUITY & INCLUSION



Facilities Management



GIVE YOURSELF PERMISSION TO

SLOW DOWN WITH INTENTION

FM/FEAP Roundtable Session

June 24, 9-10 a.m.

Skipwith Hall, Room 010

FM is continuing the PAUSE initiative that encourages employees to slow down with intention and better manage stress. Join us to practice the PAUSE technique and talk about common stressors.

Coffee and donuts will be provided.



PAUSE AND TAKE A DEEP BREATH.



ACKNOWLEDGE YOUR EMOTIONS WITHOUT JUDGMENT, AND WITH SELF-COMPASSION



UNDERSTAND YOUR OPTIONS



SELECT WISELY



ENGAGE IN POSITIVE ACTION



Scan the QR code to attend on Zoom

TAKE SPACE

BIPOC MENTAL HEALTH MONTH PANEL

July 3, 11:30 AM-12:45 PM

Claude Moore Medical Education Building, Room 1110

Lunch Provided



Panel Members:



LaBarron Burwell



Pamela Meredith Hamilton



Arminda Perch



Dominique McLaughlin



Monica Maughlin



Lavender Williams

Moderated by Dr. Christina Fegans-Langston, DHA, MSN, RN-BC

Learn more & register:



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

APPRENTICESHIP

Fast Facts: Apprenticeship 2024

Applications posted March 15 though May 5:

194 Total applications received.

→ **113** were complete with all documents.

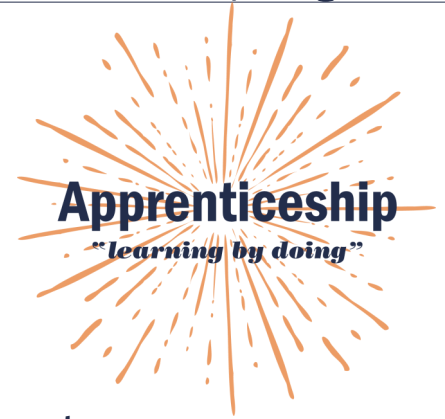
→ **106** phone interviews were conducted.

38 In-person interviews conducted

in 5 days over a 2-week period by 1 of 2 search committees consisting of 4 individuals chosen from all levels across FM (frontline to director).

→ **6** applicants applied via [UVA Pipelines & Pathways](#)

The newest cohort of UVA FM apprentices will be joining for orientation and onboarding July 15-23, and will be released to their first rotation after.



UVA Apprenticeship 101: What is a Work Process Schedule?

A work process schedule is a document that outlines the specific tasks an apprentice will complete during their training program. It is agreed upon by program leadership and trainers and is required by state and federal law. The work process schedule sets a benchmark expectation for that apprentices as they gain the necessary skills and knowledge in their chosen trade(s).

In order to graduate from the program, apprentices must demonstrate that they can independently complete the tasks listed on the work process schedule, in addition to completing and passing classroom work and completion of on-the-job training hours.

View example work process schedules for UVA apprentices at

<https://apprenticeship.fm.virginia.edu/curriculum.html>

Email FM-Apprenticeship@virginia.edu to learn more.

OCCUPATIONAL TRAINING

Team Shoutout: Hoos Building Bridges

This team comprised of Facilities Management (FM) team members Shelomith Gonzalez, Occupational Health and Safety Manager; Emily Douglas, Diversity, Equity, and Inclusion Specialist; and Chris Hoy, Senior Supervisory Construction Administration Manager, as well as Mary Sherman, LaBarron Burwell and Pamela Hamilton of UVA FEAP, have been recognized with the Hoos Building Bridges Award from UVA HR.

The Hoos Building Bridges celebrates cross-disciplinary partnerships and projects among UVA team members, and honors recipients for their leadership and efforts in establishing strong relationships that contribute to success and innovation across Grounds.

Read more: <https://hr.virginia.edu/spotlight-stories/spotlight-hoos-building-bridges-2024>

NEW EMPLOYEE ONBOARDING



Welcome to new FM employees joining FM as of June 17 (left to right):

- **Joey Condrey**, Construction Superintendent, C&RS
- **Donald Jones Jr.**, Trades Utility Worker, HSPP Zone 3
- **James Raines**, Carpenter, C&RS
- **Karim Abdel Rahman Yousef Habbab**, BIM Manager, CC&R Design Services

UVA Talent Development Training Highlights

Team Building

Virtual, June 17, 1:30-4:30 PM

This webinar focuses on the 10 characteristics of healthy and high-performing teams and what managers can incorporate into their leadership practices to build cohesion around organizational goals and objectives.

REGISTER: <https://at.virginia.edu/rwvbzs>

Join the Next Facilities Management Supervisor Learning Journey

- ***Build your understanding of FM processes***
- ***Develop skills to help you succeed in your role***
- ***Discover & access resources***

Email fm-training@virginia.edu to be added to the list.

OCCUPATIONAL TRAINING

LUNCH & LEARN

WHAT IS OHS? RETHINKING OUR WORKPLACE FOR A HEALTHIER TOMORROW



REGISTER &
LEARN MORE:



JULY 10, 12 PM

virtually via Teams or in-person* in Skipwith 112

If you have questions or would like updates on future Lunch & Learns, email FM-Training@virginia.edu.

* Don't forget to pack your lunch!

See past recordings and MORE upcoming Lunch & Learn topics:

<https://www.fm.virginia.edu/employees/occupationaltraining/prof-development.html>

BACKFLOW PREVENTION TRAINING

16-hour & 40-hour

AUGUST 12-15

West Complex 'O' Level Conference Room

These vocational-credit courses are required to apply for the *backflow prevention device worker* designation through the Virginia DPOR.

BROUGHT TO YOU BY

Email FM-Training@virginia.edu for more information and to find out which course is right for you.





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.

June 21: Andean New Year

June 22: Positive Media Day

June 23: International Olympic Day

June 24: Midsummer

June 25: Color TV Day

June 26: National Canoe Day

June 27: National SAFER

Workplace Day

Do you have questions about machine safeguards? Email FM-OHS@virginia.edu to learn more or receive training.

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*

- R0055280 Construction Project Manager/Senior Project Manager
- R0062148 Project & Construction Management Supervisory Team Leader
- R0057956 Computer Help Desk Tech (Student Wage)
- R0060348 Assistant Web Developer (Staff Wage)
- R0060401 BAS Application Engineer
- R0058076 Mechanical or Electrical Engineering Technician
- R0060264 Instrumentation & Controls Technician
- R0060165 General Services Technician
- R0061321 Senior Trades Utility Technician
- R0058072 Mechanical or Electrical Engineering Associate
- R0061542 Instrumentation & Controls Technician
- R0061472 Zone Maintenance Coordinator
- R0059478 Access Control Technician or Senior Access Control Technician
- R0059423 Senior Trades Utility Technician
- R0057119 Senior HVAC Mechanic, Evening Shift, 3:00pm - 11:30pm
- R0060716 Custodial Supervisor, Evening Shift (Sign-On Bonus!)
- R0057586 Mason
- R0058765 Mason
- R0061815 Recycling Worker
- R0061881 Energy and Sustainability Associate Engineer and Engineer
- R0059548 Senior Mechanical Engineer
- R0057096 Electrician
- R0057115 Utility Locator/Damage Prevention Technician
- R0061219 Master Mechanic
- R0056251 Boiler Operator
- R0060917 Senior Plumber
- R0056252 Boiler Operator Assistant
- R0047982 Student Assistant, Geospatial Engineering Services (Student Wage)
- R0056250 Heat Plant Supervisor
- R0047639 Senior Trades Utility Worker
- R0057117 Senior Trades Utility Technician
- R0058935 Senior Trades Utility Technician
- R0059247 Fire Systems Assistant Technician
- R0057634 Part-Time Plumber, Weekend Day Shift (Minimum 20 hours)
- R0059721 Senior HVAC Assistant
- R0060648 Sheet Metal Technician
- R0055378 Custodial Services Worker (Part Time) 5am - 10am
- R0056614 Custodial Services Worker - Multiple shifts available!
- R0057123 Senior HVAC Mechanic
- R0057122 Electrician
- R0059547 Mechanical Engineer
- R0057106 Plumber, Night Shift
- R0053226 HVAC Mechanic or HVAC Senior Assistant
- R0057125 Senior Plumber Assistant
- R0061980 Licensed Tradespeople (HVAC, Electrical or Plumbing), Shift (Various) Part and Full Time Available

* As of 6/18/2024