

*Letter from the Associate Vice Chancellor for Facilities Management*

**W**e are fast approaching the start of a new academic year. The summer has flown by for me as I'm sure it has for you. The past year has been a very successful one for our organization. We have implemented major changes in the way we serve our customers with the start-up of our new work management system, Archibus, and the centralized warehouse. These changes have certainly not been painless and there is much work to be done to get them operating at 100% efficiency, but we have come a long way. *Thanks* for all your hard work to make these needed changes. I am convinced they will make us better in the long run. Our organization became the first in the UNC System to successfully complete the 2000 Higher Education Capital Bond program when we opened the College of Health and Human Services building last fall. This is an accomplishment worth celebrating and was the result of hard work by everyone in FM. *Congratulations!* In addition to completing the Bond program, we finished several other major capital construction projects this past year including: Harris Alumni Center, Student Health Services building, Union Parking Deck, Cameron Boulevard Extension, Library Tower Brick Re-cladding, Greek Village, and the new Baseball Stadium.

I am proud of the work done by Design Services teamed with Maintenance and Operations to complete over 200 high priority repair and renovation



**From left:** Christopher Ahoy, APPA President; Phil Jones, Associate Vice Chancellor for Facilities Management; David Jones, Waste Contract and Construction and Demolition Administrator; Kathy Boutin-Pasterz, Recycling Coordinator; and Al Allen, Sodexo Campus Services Representative.

projects worth over \$8 million. This is the most "R & R" work we have ever completed in one fiscal year. Thanks for a job well done serving the University's ever growing needs. Housekeeping has just completed implementation of a number of innovative changes conceived by their leadership group several years ago. These included conversion to more third shift and team cleaning, as well as acquisition of more modern and efficient cleaning equipment. As a result of these changes, I now believe we have one of the most efficient and effective Housekeeping operations in the UNC System. Recycling, with the help of the entire Department, gained us our first ever national award. We received the "Effective and Innovative Practice" award from the Association of Higher Education Facilities Officers (APPA) for our Construction and Demolition Recycling Program. I commend you on the great work by all who contributed to this program's success.

More exciting changes are on the horizon. The coming year promises to be one of improvement through hard work. **First**, we are going to take on the task of implementing a new human resources

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## EMPLOYEE OF THE QUARTER

***Congratulations*** to Fred Brillante, who was honored with the “Associate Vice Chancellor’s Employee of the Quarter” award.

*This award is presented to an individual with exceptional performance above and beyond expected duties, exhibits outstanding customer service, and demonstrates creativity and initiative resulting in outstanding measurable outcomes during the quarter.*



Fred was nominated by Steve Terry, Design Services, for going above and beyond his job assignments. Steve commends Fred on his strong work ethic and states “He is one of the easiest people to work with and a pleasure to know”. Here is what Fred had to say about winning the award.

***What are your thoughts about winning the Employee of the Quarter Award?***

I’m excited! I definitely wasn’t expecting it because I have been so engrossed in my work the last few months.

***How long have you been with Facilities Management, and what do you like most about working for the department?***

1,249 days or 3 years, 5 months, 3 days. I like the staff in Design and Facilities Management. If it wasn’t for the teamwork in our department, it wouldn’t be such a good place to work.

“Hard work spotlights the character of people; some turn up their sleeves; some turn up their noses; and some don’t turn up at all”

**Sam Ewing**

***You have a great deal of responsibility to assure mapping is readily available for department staff and campus customers. With this responsibility, what is most rewarding to you and if any, what is one challenge you seem to face?***

I love seeing the student campus map popping up all over the place. The biggest challenge was getting everyone to agree on information in the map. One of the primary purposes of the new map was standardization, and when you have so many departments that have a say in what information is included, it can be a challenge to get everyone to agree.

The student map is really only part of what I do. I also manage and provide all the construction plans for all construction projects, the campus utility map, and AutoCAD training.

***When you are not working, what is your favorite pastime?***

I enjoy working on cars and computers. I am also somewhat of an Xbox 360 aficionado.

**Melia James, Business Office**

## TEAM OF THE QUARTER

***Congratulations to James Campbell and Dewey Lilly who were honored with the “Associate Vice Chancellor’s Team of the Quarter” award.***

***This award is presented to a team with exceptional performance above and beyond expected duties; exhibits outstanding customer service with fellow workers, and the university staff; and demonstrates creativity and initiative that results in outstanding measurable outcomes during the quarter.***

Al McCool, a Facility Engineer in Capital, nominated this team for their effective teamwork in repairing damaged circuits that had been previously located. Here is what the team had to say about winning.

***What are your thoughts about winning the Team of the Quarter Award?***

It’s a great feeling to be recognized by your fellow co-workers for a job you do daily. We are always busy trying to better the campus power distribution, lighting, etc. We try our best to

cover all requirements. Thanks to all presenting us with this award of recognition.

***What do you like most about working in Facilities Management? Working at UNC Charlotte?***

All personnel in Facilities Management & Maintenance—the friendships that have grown as time passes. Working on campus is like maintaining a small town where you begin to know everyone by name or face. The job we perform is low key, but its importance to the campus overall, makes it a rewarding experience.

***Al McCool noted that your teamwork resolved the problem in a timely manner and kept parts of the campus operational – What are your thoughts about teamwork or what you consider the attributes for the “success” of the team?***

Teamwork is truly a must with support from management. It is an asset that ensures that planning and installation of any job is done professionally, in a timely manner and customer satisfaction with the final product.

**Melia James, Business Office**

*(Continued from page 1)*

system called “banding” for M & O shops and housekeeping. This new system has the potential for allowing salary adjustments for employees who take the initiative to improve their job skills and thus their value to the organization. **Secondly**, we are making plans for the reorganization of the traditional M & O craft shops into zones maintenance organizations to maintain central core of campus. Much work remains in the planning of these two initiatives before we can implement. Stand by for more information as we move forward.

The campus will continue to grow as construction swings into full force on the new Student Union and the Bioinformatics Building. Design has started on the Center City Classroom building to be located at 9<sup>th</sup> and Brevard Street in Uptown Charlotte and the legislature just authorized design money for a fourth

building on the Charlotte Research Institute. This large new research building will be called the Energy Production and Infrastructure Center (EPIC). We will also begin a new Facilities Master Plan study in the next couple of months. This plan will guide the University’s development out to the year 2020 and believes we will have 35,000 students by that time. The plan will include a light rail line through campus connecting us to downtown Charlotte and a “college town” mixed use village that will include shops, restaurants, and residential housing on campus.

It is indeed an exciting time to be at UNC Charlotte and in the thick of all this change. You are truly **“Creating a Campus of Distinction”** with your hard work and dedication!

**Philip M. Jones**  
**Associate Vice Chancellor for Facilities Management**

## FOCUS ON STAFF

### SAFE TEAMS OF THE QUARTER

*(Statistical Information provided by UNC Charlotte Safety Office)*

TEAMS WITH THE BEST SAFETY RECORD DURING THE QUARTER

THE FOLLOWING FIRST SHIFT TEAMS HAD NO ACCIDENTS APRIL-JUNE 2007

**ELECTRICAL, HVAC/STEAM PLANT, HOUSEKEEPING - NORTH & SOUTH, GENERAL SERVICES, AUTOMOTIVE, PREVENTIVE MAINTENANCE, RECYCLING, ZONE 1 AND ZONE 2**



**Lewis Jackson accepts for  
Electrical**



**Arzella McCain accepts for  
Housekeeping - South  
Team**



**Howard Jaecks accepts for  
HVAC/Steam Plant**



**Henry Bennett accepts for  
Recycling**



**Jim Kay accepts for Zone 2**

*To view all awards photos and  
read detailed descriptions of  
nominations, please visit our  
web site at:  
[http://fmbld02.uncc.edu/Awards  
/default.asp](http://fmbld02.uncc.edu/Awards/default.asp)*

## FOCUS ON STAFF

### SAFE TEAMS OF THE QUARTER

*Continued*

THE FOLLOWING SECOND AND THIRD SHIFT TEAMS HAD NO ACCIDENTS

APRIL-JUNE 2007

*CRI Area (Crystal Mason's Team), Library Area (Candis Clemons' Team), West Area (Robert Seedoff's Team), and Woodward Team (Clara Crawford's Team)*



**Tomas Bonilla accepts for Housekeeping - CRI Team**



**Candis Clemons accept for Housekeeping - Library Area**



**Robert Seedoff accepts for Housekeeping - West Area**



**Clara Crawford accepts for Housekeeping - Woodward Area**

## FOCUS ON STAFF

### CUSTOMER SERVICE AWARDS

(NOMINATED BY CAMPUS CUSTOMERS)

#### *Individual Recipients*

- Jeffrey Adams, Housekeeping
- Ruth Ann Cook, Housekeeping
- Paul Dilgard, Housekeeping (2 awards)
- James Manley, Electrical
- Melissa McLaughlin, Grounds
- Bobby Robinson, Automotive (2 awards)
- Pauline Simuel, Housekeeping (9 awards)
- Velton Singletary, Housekeeping
- Armando Vazquez-Montalvo, General Services
- Randy Walter, Grounds
- Linda Wiley, Housekeeping (21 awards)
- James Williams, General Services



James Williams  
(General Services)



Ruth Ann Cook (Housekeeping)



Linda Wiley (Housekeeping)



Randy Walter (Grounds)



Melissa McLaughlin (Grounds)



Armando Vazquez-Montalvo  
(General Services)

*To view all awards photos and read detailed descriptions of nominations, please visit our web site at:*  
*<http://fmbld02.uncc.edu/Awards/default.asp>*

# FOCUS ON STAFF

## AWARDS FOR EXCELLENCE

(NOMINATED INTERNALLY)

### Individual Recipients

- Willard Brown, Housekeeping
- Cynthia Campbell, Housekeeping
- Roger Forney, Housekeeping
- Closel Macena, Housekeeping
- Mario Moore, Housekeeping
- Franjo Pauler, Housekeeping
- Bobby Robinson, Automotive
- Velton Singletary, Housekeeping



Willard Brown (Housekeeping)



Franjo Pauler (Housekeeping)

### Team Recipients

- **Kennedy 235 Project Clean Up:** Velton Singletary, Uma Pandya, Paul Dillard, Bonnie Peoples
- **Auxiliary Building Project:** Linda Wiley, Mae Harris, Ruth Ann Cook, Pauline Simuel, Yvonne Eustache, Savararia Harrison, Uma Pandya, Velton Singletary (right)
- **McEniry Floor Improvements:** Johnnie Doyle, Kennedy Williams, Linwood Sander, Maurice Eustache, Steven Patterson
- **Facilities Management Cleaning:** Yves Byron, Mary Smith
- **Cameron Construction Clean Up:** Johnnie Doyle, Kathy Thomas, Barry Byron, Annette Anderson, Bernadette Lee, Chikina Barden, Linwood Sanders, Steven Patterson, Maurice Eustache, Madia Smith, Kennedy Williams, Leona Baker-Davis, Macien Jean-Gilles
- **Engineering Move Out "Floor Guvs":** Maurice Eustache, Johnnie Doyle, Linwood Sanders, Steve Patterson, Barry Byron, Kennedy Williams (right)
- **Year End Processing Team:** Melanie Hill, Jodi Case, Kathy Fisher, John Conn, Melissa McLaughlin, Carolyn Hinkle, Kathy Brown, Kathie Goldman, Margaret Sawyer, Greg Kish, Pamela Williams, Marisa Elston (below right)
- **Picnic Committee:** Fred Brillante, Mike Cao, Steve Fichter, Pamela Williams, Chris Moose, Debra Mayfield, Ronnie Bell, Barry Anderson, John Tarlton, Rhonda Renwick, Jim Kay, Beulah Shankle, Dennis Campbell, Lewis Jackson (below left)
- **Recycling Team:** Dot Munson, Henry Bennett, Pat Smith, Walter Edwards, William Bill Cavelli, Tonya Day, Rhonda Renwick, Lucille White, Luis Alvarado



## FOCUS ON STAFF

### Promotions

#### **Electrical**

James Campbell, Power Distribution Electrician II

#### **HVAC**

James Mechum, Maintenance Mechanic IV

#### **Automotive/Preventative Maintenance**

Larry Lane, Plant Maintenance Supervisor I



James Campbell pictured right

### New Hires

#### **Capital Projects**

Craig Fox, Facilities Construction Engineer II

#### **General Services**

David Williams, Maintenance Mechanic I

#### **Grounds**

Herminio Chirino, General Utility Worker

Warren Monk, Grounds Worker

#### **Housekeeping – 3rd shift**

Macien Jean-Gilles, Housekeeper

Valerie Mayfield, Housekeeper

Linwood Sanders, Floor Maintenance Assistant

Kennedy Williams, Floor Maintenance Assistant



Craig Fox



Kennedy Williams



## **Lee Arnold**

### **Idea of the Year Award Winner!**

The second annual Idea of the Year Award was presented to **Lee Arnold** in Recycling. Lee received the “*Thinking Out of the Box*” award at the All Employees Meeting.

This award is presented to an individual or group of individuals who reflect thinking “out of the box”. The idea should be reasonable and provide Facilities Management cost-savings and/or improve overall productivity, in support of Facilities Management’s strategic management goals and the University’s mission.

Lee’s idea was simply, “Open the special event overtime jobs to lower paid employees who need the money and won’t cost the System excess money paid to higher priced employees.”

(Continued on page 18)



Phil Jones, Melanie Hill (Business Office), Lee Arnold, and Bobby Robinson (Automotive)



# Fourth Quarter Accomplishments

## General Services—Maintenance

- Employees received training in "Fire Extinguisher Operations " and "Shop Safety"
- All work was scheduled and completed on time for the Atkins Library celebration.
- Zero accidents for the quarter. *Way to go!*



Tim Smith accepts Safety Team Award

## HVAC & Steam Plant

- Replaced Auxiliary Services' HVAC system
- Replaced the exhaust fan on top of Belk Gym
- Installed HVAC unit at the Hazmat trailer
- Renovation at Burson 161,162, and 137
- Installed new oil-less vacuum pump in CARC 252
- Took ends down on boilers and inspect them
- Back Flow preventers inspected
- Installed New Purge unit on #2 Chiller at CARC.

## Capital Projects

- Baseball (90% completed)
- Brocker Upfit (5% completed)
- Cameron Blvd Repairs (99.5% completed)
- Greek Village (92% completed)
- Steam Repairs (60% completed)



Where's John Neilson?

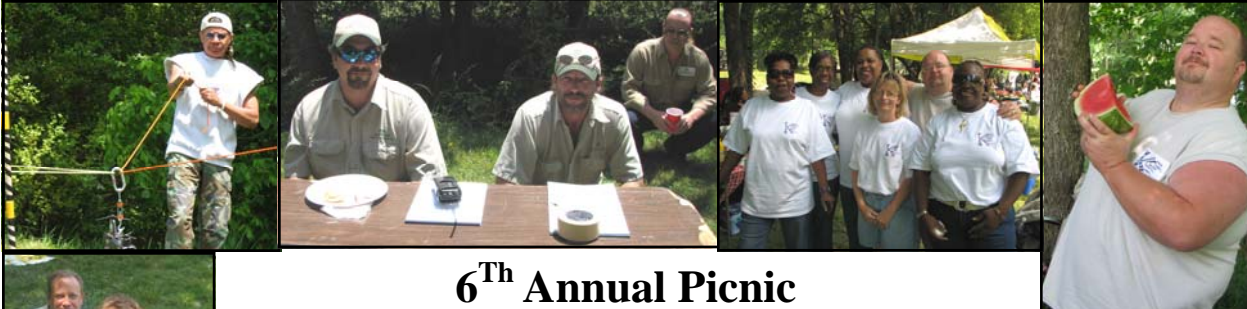
## Facilities Business Office

- Processed/expended \$1.2M General Fund money in less than 6 weeks – not including the amount that was billed out with the input from Design Services and the shops. *Great team effort!*
- Making it through year end
- Transitioning non career-banded employee work plans to the new Performance Management, Competency Assessment, and Career Development Form (PCAC) – affected approximately 85% of staff.
- Reorganizing the FBO file room to maximize space efficiency.

## Housekeeping

- Received 5 new Electric Club Cars-*Thank You Larry Lane!*
- Received 1 new Dodge Dakota-*Thanks again Larry Lane!*
- Initiated bid process to upgrade paper towel and toilet paper dispensing systems. This will give us higher quality products at the same or slightly reduced costs while eliminating waste from stub rolls that were getting thrown in the trash and from excessive packaging that will not be a part of the new system. This system uses EPA compliant (paper towels) and may help get some LEED Existing Building (EB) points if we ever decide to apply LEED to an existing building. Coupled with the Envirox environmentally friendly chemical dispensing system that is 90% installed, we have made great strides towards establishing a green cleaning system in the Academic and Administrative buildings.
- Requested and were granted an additional rep on Staff Organization for Area 12. This rep is on third shift. Dorothy Knotts is the representative. *Thank You Dorothy!*

## PICNIC HIGHLIGHTS



### 6<sup>th</sup> Annual Picnic

Facilities Management Picnic 2007 was the paramount of all University picnics and shall forever be known as **“The Best Darn Picnic Ever!”** The location greatly contributed to its success as a construction project forced the picnic into a small unknown gem of campus sometimes known as Toby Creek Basin.

This short interval from the long, hard hours of work rejuvenated exhausted members of our FM team. Each corner of the picnic consisted of a new mix of Facilities workers who were not bound by the ranks of departmentalization, but **spent time together as teammates.**

The flavor of the food along with the perfect weather surpassed previous years creating a truly special event. *A special thanks* to Venture, the Picnic Committee, Phil Jones, and Chancellor Dubois who made this event possible.

**Fred Brillante, Design Services**



## BUSINESS AFFAIRS BBQ & BREAKFAST



★★★★★★★★★★★★★★★★★★★  
 ★ *Beth Hardin, Vice Chancellor* ★  
 ★ *for Business Affairs, hosted a* ★  
 ★ *'Year End Appreciation BBQ'* ★  
 ★ *on July 27 and an appreciation* ★  
 ★ *breakfast for third shift em-* ★  
 ★ *ployees on July 26.* ★  
 ★ *Thanks Beth!* ★  
 ★★★★★★★★★★★★★★★★★★★



# PERSONNEL PIPELINE

## MEAL PERIODS

According to University SPA Employee Handbook, meal periods are at a minimum thirty minutes, during which you are completely free of your assigned work. *It is expected that employees who work more than five hours per day be given a minimum of a thirty minute meal period.*



## WHEN IS THE NEXT HOLIDAY?

UNC Charlotte employees will observe Labor Day, **Monday, September 3!**

## TIME & LEAVE



One of the biggest responsibilities of the Facilities Personnel Office is to process weekly timesheets and leave sheets for all of Facilities Management. That's over 300 employees!

To make sure **YOU** are paid on time, below are a few questions to ask yourself before you hand over the timesheet and leave sheet!

- ☞ Did I fill in my name, banner ID#, period from/to and department?
- ☞ Did I put an in/out time and a lunch time for each day worked?
- ☞ Did I list the reason(s) for working more than 8 hours a day?
- ☞ Did I list the reason(s) for working more than 40 hours a week **AND** indicate if I wanted it in payment or compensatory time?
- ☞ Did I complete a leave sheet for time off?
- ☞ Did I sign the timesheet? Did my supervisor sign the timesheet?
- ☞ Did I initial all changes ?

## \*FRIENDLY REMINDER\*

Compensatory time earned for the fourth quarter Employee Awards Program (April-June) must be used within 90 days of receipt (**by October 19, 2007**). If you do not use it, you will lose it!

## *It's Here... Update on Legislative Increase*

Approved across-the-board salary increase, effective July 1, 2007 for employees who are subject to the State Personnel Act (SPA). Salaries of all full-time and part-time permanent employees (including probationary) hired prior to or on June 30, 2007, shall be increased by **four percent (4%)**. The August 31st payroll is set as the target for including raises in the pay of eligible SPA employees, retroactive to July 1, 2007.

Melia James, FBO Personnel

## Recycling Corner - News & Accomplishments



David Jones and Kathy Boutin-Pasterz pose with the APPA award.

### RECOGNITION

- ◆ David Jones wins State Employee of the Year
- ◆ Mecklenburg County Business Recognition Award for C&D Recycling
- ◆ APPA Award for C&D Recycling

The Office of Waste Reduction & Recycling collected 273,495 pounds of recyclable materials this past quarter.

### C&D RECYCLING NEWS

Three hundred forty-eight tons of river washed stones from the roof of the Smith building will be used as part of the foundation for the upcoming Student Union Center project. A new membrane type roofing system is planned for Smith and will not require the use of stones. The river washed stone will be removed via a mechanical vacuum and transported to the new site.

The stones represent about 90% of the material being removed. The other 10% is cardboard, paper products, and general debris.

### MOVE OUT FOR CHARITY A SUCCESS

The 8<sup>th</sup> year was a huge success. We collect materials such as furniture, clothing, and appli-

ances which are donated by students that are leaving campus for the summer. Approximately 16,350 pounds were collected and given to the Salvation Army this year. Since its inception, UNCC students have diverted over 86,000 pounds of useable goods from the landfill and given them to charitable organizations.

### EARTH Club

(sponsored by the OWR&R)

wins Student Organization of the year  
from SGA

### Education and Outreach

continues throughout the summer

- ◆ Greet incoming students at SOAR (Student Orientation & Registration) events all summer (about 20 sessions)
- ◆ Presentation to the Master Composter Class from Mecklenburg County
- ◆ May 23 – presentation to solicit for volunteers from Glenn Hutchinson’s English class
- ◆ June 7 - “Pump ‘Em Up” event at Griggs

### KEEPING IT GREEN

- ◆ July 9-12 conducted a Waste Audit for the Reese Building and concluded their recycling rate is 50%
- ◆ July 14 -15 assisted with Kudzu clean-up
- ◆ Kathy Boutin-Pasterz is now chair of the Collegiate Recycling Council for the CRA

### UPCOMING EVENTS

1. Warped Tour and John Mayer concerts providing education and outreach
2. “Move in” as new academic year starts - set up areas at residence halls for cardboard and Styrofoam
3. Week of Welcome - exhibit and outreach events

## Remembering Confort Al-Arashun

Confort began her employment in December 1996 as a Housekeeping Supervisor for Facilities Management.



Not only a co-worker, Confort was a friend to most and an impression as a woman dedicated to her job and family. No matter the situation or task, she was readily available to assist anyone with a question or concern. Co-workers describe her as a true team player, attentive and committed to re-

solving matters in a timely manner. More importantly, she was an encourager who always spoke a positive word to someone's situation.

Confort lost her battle with cancer on July 25. Facilities Management as well as the campus community mourn her loss. She would have celebrated her birthday on August 2.

She had two children, a daughter, Nada age 18, and a son Jeremi, as eight. There were also two children she helped raise, Tim and Denise.

We will miss you, Confort.

Melia James, FBO Personnel

## ***CPR and First Aid Class Schedule***

|                            |                         |
|----------------------------|-------------------------|
| <b><i>August 22</i></b>    | <b><i>CPR</i></b>       |
| <b><i>August 29</i></b>    | <b><i>First Aid</i></b> |
| <b><i>September 19</i></b> | <b><i>CPR</i></b>       |

|                            |                         |
|----------------------------|-------------------------|
| <b><i>September 26</i></b> | <b><i>First Aid</i></b> |
| <b><i>October 24</i></b>   | <b><i>CPR</i></b>       |
| <b><i>October 31</i></b>   | <b><i>First Aid</i></b> |

**Supervisors: Please submit names to Jessica Deal in advance.**

**Reminder: CPR has to be taken before First Aid if employees have not had it (CPR) before. If you have any questions, please contact Jessica at 7-2155.**



## COMMUNICATION CORNER

### How Loud is Too LOUD?

By Tara Weiss

While working at a weekly newspaper in Wisconsin, Angela Kargus became intimately acquainted with a co-worker's personal life. Kargus learned about her fertility problems, that her dog urinates all over the carpet and that she does indeed have a regular menstrual cycle.

This probably sounds familiar. Office loud talkers are everywhere, and the worst part is, they probably don't even realize they've been labeled as such. To the unknowing, here's a tip: **Proper decorum calls for people to take personal conversations outside the office** or into the hallway, especially since so many workplaces are in an open format where only top managers have offices (and doors they can close).



Despite the laundry list of complaints, the loud talker wins the award for most annoying. Of 2,318 people surveyed in March 2006 by Harris Interactive and Randstad, 32 percent say an office loud talker is their biggest pet peeve. Coming in a close second at 30 percent is using an annoying cell phone ring tone; 22 percent said speakerphones are their No. 1 peeve. Worse than the conversations that reduced Kargus' ability to concentrate was her co-worker's annoying cell phone ring: the Mexican Hat Dance.

Not saying anything to the co-worker was a mistake, says Barbara Pachter, an executive coach who specializes in business etiquette. It's just a matter of saying it in the right tone of voice. "Be polite yet powerful," says Pachter, author of *When the Little Things Count ... and They Always Count*.

Do that by saying what's bothering you and explaining the effect it has on your work. Then ask the person to either lower his or her voice or take personal calls out of the office. Then, ask if that's OK, to make sure the other person understands and will comply. Pachter offers a more specific example: "Hey, you might not realize -- I hear your conversation and it's distracting to me. I'm having a hard time working. Could you please lower your voice? OK?"



For a situation like the one Kargus found herself in with her former co-worker, you can even make a joke out of hearing personal details. Say something like: "I don't think you want me to know that about you."

For repeat offenders, just give them a reminder by saying, "Remember that conversation we had the other day? Your voice is getting loud again." In the meantime, remember this: Silence your cell phone, eat smelly lunches in the cafeteria, turn the volume down on your computer and close the door when you use speakerphone! It will make for a much happier and productive workplace.

<http://jobs.aol.com/article/>

## New Frontiers in Fall Protection Equipment

By Katherine Torres



The numbers don't lie. Falls are the No. 1 killer of construction workers and the second-leading cause of occupational death for general-industry workers, according to the Bureau of Labor Statistics' (BLS) 2004 Census of Fatal Occupational Injuries.

While there is no question that fall protection systems have come a long way since the first set of fall protection standards were introduced by the American National Standards Institute's (ANSI) Z359 Committee in 1992, the need for an updated standard has become apparent. The proposed standard – ANSI Z359.2, also called the Minimum Requirements for a Comprehensive Managed Fall Protection Program – is the first of five standards sent to ANSI to be approved for fall protection and related systems.

The updated standard has spurred changes for current fall protection equipment. For instance, the standard requires gate strength requirements for snap hooks and carabiners to be increased to be able to sustain 3,600 pounds in all directions of potential loading. The previous ANSI standard required 220 pounds on the face of the gate and 350 pounds on the gate's side, although many manufacturers already were meeting the requirements in the new standard before it was adopted. Harnesses now are required to have D-rings in the front as well in the back to maximize fall arrest, and twin-leg lanyards must be tested before use and include warnings on product labels on how to use them properly.

“Studies have shown that the use of guardrails, fall arrest systems, safety nets, covers and travel restriction systems can prevent many deaths and injuries from falls. And fall protection manufacturers are fueled to deliver the safest and most technologically advanced equipment available – going beyond ANSI standards – because they want to be ahead of the competition.

### Training Must Be Paired With Equipment

Despite all the innovations in technology in the past few years, experts point out that fall arrest systems and equipment, while important, only are part of the solution to reducing fall-related injuries and deaths. Employers and workers share the misconception that just having the right fall protection equipment is the best solution to keep workers safe. According to Michael Wright, president of New Carlisle, Ohio-based Safety Through Engineering, and Learning Leader Moniqua Suits, training is an often-overlooked but essential element when it comes to purchasing fall protection equipment.

According to Wright, the little training that is offered to workers is very low-level. Many companies consider watching another worker put a harness on or reading the instruction manual that comes with the equipment to be enough training. That couldn't be further from the truth, Wright says.

Scott Rousseau, vice president of the Houston-based manufacturer Web Devices USA, paints a more bleak picture.

“Every piece of equipment comes in a plastic bag and in that plastic bag comes a set of instructions and what usually happens to them is that they end up in the garbage can,” Rousseau says. “Employers just hand over the equipment to the worker, giving them a false sense of security.”

*(Continued on page 17)*



(Continued from page 16)

Training shouldn't cover only what fall protection equipment is being used, says Rousseau. Sometimes, he says, it also is important to know what to do with a piece of equipment such as a lanyard when it's not in use.

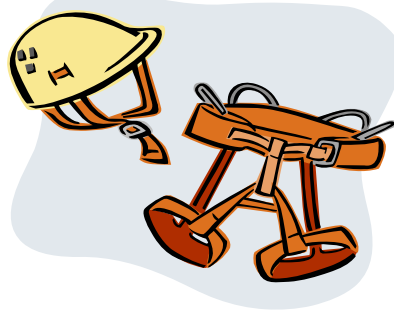
"Because workers have a lack of training, the fall protection products intended to protect them are being misused and have in several cases worked against them, according to Tracy Lang, senior product manager of Miller Fall Protection, a Bacou-Daloz company. For that reason, fall arrest equipment hasn't been getting the credit it deserves.

### **"Comfort Makes a Difference"**

Lang and other fall protection companies assert that fall arrest equipment has come a long way in terms of comfort. Craig Firl, a product marketing manager for Red Wing, Minn.-based Capital Safety USA, jokingly says that there have been harnesses so uncomfortable that when a worker bends over, it feels as if "somebody is giving you a wedgie."

In addition, there also are products available especially designed and adapted for the work environment. For instance, long gone are the days when a construction employee had to climb up a beam loaded down with 70 pounds of tool belts, says Lang. Now, tool belts that snap off are available so the worker doesn't have to contort himself around his harness to reach the tools he needs. The tool bags can pivot and move with him, so if he now is laying on a beam on his stomach, his bags won't tip, which can increase his overall safety.

"When you develop and produce a product that meets [workers'] needs and specifications to help them do what they do for a living, suddenly they are using them properly. If you go one step further and make them more comfortable, all the better," Lang says.



"Out of 1,000 people who die from falls, a substantial portion of them were wearing the so-called comfortable harnesses," Ellis says.

### **Passive Protection More Feasible**

As a result of technological advances in fall protection, elimination of fall hazards no longer is such a far-fetched goal. Like guard rails, anchors and anchorage points often were disdained by contractors, who claimed there was not a structurally sound location to support fall arrest systems. Now, there are anchor points and anchorages being developed that don't penetrate roof tops, wood frame structures, concrete or any other type of surface, which means that contractors no longer have an excuse not to use them, Firl states.

"Rousseau, whose company is in the business of designing and selling rescue products for post-fall situations, notes that the issue of suspension trauma is garnering a lot more attention that it has before. Manufacturers that specialize in fall protection equipment will continue to research and design expanded, innovative product lines, not just because it's their business, Rousseau insists, but because they are in "the business of saving lives."

**Occupational Hazards | Copyright © 2007**

<http://www.occupationalhazards.com/>

*Edward B. Seamon Memorial  
Service and Dedication  
August 16, 2007 at 10:00 a.m.*



Chancellor Philip Dubois, Facilities Management Department, and the campus community remembered Ed Seamon, former Power Distribution Electrician II in a celebration of his life. The plaque and bench were unveiled in his honor.

In attendance were Ed's wife, Brenda Seamon, along with other family members. Ed's pastor, Reverend Leon Smith; Pam Mullis, soloist; and other members of his church at Royal Oaks Baptist Church in Kannapolis, NC, shared in the event.

Reverend Smith asked the audience to meditate, study, and rest with Ed on his memorial bench.

Phil Jones stated, "It has been one year since Ed left us, but our memory of his life and the way he touched each of us is still vivid and bright as it was then. This bench is a way of holding on to Ed's memory and of celebrating Ed's life.

Phil Meacham, pictured right, shared memories of working with his friend, Ed, at Cannon Mills. Meacham stated Ed was a special man who did not compromise his principles and values for anyone.



Wayne Johnson, bagpiper, played "Amazing Grace" following the unveiling of the bench.



**Brenda sits on the bench following the unveiling.**

*(Continued from page 8)*

The idea was approved and is being implemented were applicable. This is a great opportunity for the lower paid workers to increase income while saving the University money at the same time. In some instances specific talents are required such as an electrician or HVAC technician. However, his idea would apply in cases such as commencement, the International Festival, track events, etc. where people are there to keep the place neat and presentable during the event and then help break things down and clean up afterwards.

**Melanie Hill** and **Bobby Robinson** submitted ideas that ranked #2 and #3 respectively based on efficiency and cost savings in time and resources.

Other employees who submitted approved ideas in fiscal year 2006-2007 were Kathy Fisher, Motor Fleet; Lewis Jackson, Electrical; Cristhian Gonzales, Grounds; Eugene Gurganus, General Services; David Smith, Electrical; Steve Terry,



Design; Joyce Clay, Capital; Beverly Imes, Associate Vice Chancellor's office; Jessica Deal, Maintenance and Operations Customer Service; Melia James, Business Office; Armando Vazquez-Montalvo; Beverly Starcher, Housekeeping; Virgil Torrence; Grounds; Yves Byron, Housekeeping; and Mary Smith, Housekeeping. Each employee received a Facilities Management/UNCC mug.

***Thanks for making  
Facilities Management better!***

# HAPPY BIRTHDAY TO YOU!

## AUGUST—SEPTEMBER—OCTOBER

8/2 Leona Baker-Davis - Housekeeping  
8/3 Terry Robinson - Housekeeping  
8/6 Tomasa Bonilla - Housekeeping  
8/6 Jim Kay - Zone 2  
8/8 Linwood Sanders - Housekeeping  
8/8 Pat Smith - Recycling  
8/9 Subhash Pandya - Housekeeping  
8/10 Ray Dinello - FIS  
8/10 Hashime Wright - Housekeeping  
8/11 David Williams - General Services  
8/12 Joe Coleman - General Services  
8/13 Kimberly James - Housekeeping  
8/15 Arnulfo Argueta - Grounds  
8/16 Dionte Sims - FIS  
8/18 James Brown - Housekeeping  
8/18 Diana Parks - Housekeeping  
8/19 Alexander Guion - Grounds  
8/19 Mae Harris - Housekeeping  
8/24 Al McCool - Capital  
8/29 Isaac Nelson - Grounds  
8/30 Pershell Leak - Housekeeping  
8/31 Lucille Jordan - Housekeeping  
9/4 Sylvester Steele - Housekeeping  
9/6 Jeffrey Adams - Housekeeping  
9/6 Franjo Pauler - Housekeeping  
9/7 Lanny Caudle - Grounds  
9/7 Craig Fox - Capital  
9/7 Lewis Jackson - Electrical  
9/8 James Manley - Electrical  
9/9 Marijan Pavlovic - Housekeeping  
9/12 Pete Altman - HVAC  
9/14 David True - HVAC  
9/16 Albert Reynolds - Electrical  
9/20 Joann Pearson - Housekeeping  
9/20 Donald Teate - HVAC  
9/21 Ken Starcher - HVAC  
9/22 Dale Kroeze - Grounds  
9/22 James Mechum - HVAC  
9/23 Jerome Crawford - Automotive  
9/24 Macien Gilles - Housekeeping  
9/25 Neal Konneker - HVAC  
9/26 Robert Bailey - Grounds  
9/26 Devin Hatley - Recycling  
9/27 Pat Patrick - General Services  
9/30 Thomas Eudy - Grounds



10/1 Radmila Pavlovic - Housekeeping  
10/2 Jimmy Keller - HVAC  
10/2 John Lattin - Zone 1  
10/3 Brian Guns - Housekeeping  
10/4 Galina Neyfel'd - Housekeeping  
10/5 Chip Lawrence - General Services  
10/5 Gaynell Williams - Housekeeping  
10/6 Sammy Moore - General Services  
10/7 Dan Barrier - Grounds  
10/7 Anthony Thomas - Housekeeping  
10/9 Steve Terry - Design  
10/10 Chikina Barden - Housekeeping  
10/11 Deborah Deese - Housekeeping  
10/11 Howard Jaecks - Steam Plant  
10/11 Phil Jones - AVCFM  
10/16 Roger Forney - Housekeeping  
10/17 Robert Seedoff - Housekeeping  
10/18 Bob Lewis - Electrical  
10/20 Talathia Glenn - Housekeeping  
10/21 James Williams - General Services  
10/23 Chris Shores - Preventive Maint.  
10/24 Lillie McDuffie - Housekeeping  
10/25 Kenny Leazer - General Services  
10/26 Steve Fichter - Capital  
10/26 Casi Shepardson - Planning  
10/27 Rick Ellis - Capital  
10/30 Robert Baker - Grounds



## CORRECTION

Pictured right is *Dave Jarvis* not John Garst as printed in Issue 21 of Facilities Focus.



## FACILITIES MANAGEMENT VALUES

(Updated July 20)

**Respect for Others**

**Honesty/Integrity**

**Accountability**

**Excellence**

**Dependability**

**Safety**

“Coming together is a beginning.  
Keeping together is a progress.  
Working together is a success”.

**Henry Ford**

## ALL EMPLOYEES MEETINGS

### FIRST SHIFT

October 25, 2007  
10:30 AM - 12 Noon  
CONE CENTER, McKNIGHT HALL

### SECOND & THIRD SHIFT MEETING

October 25 AT 10:30 PM  
Cameron Applied Research Center  
Room 101

**First Quarter Awards**

**Topic of Interest**

**Quarterly Accomplishments will be added in the  
November issue of Facilities Focus**

## Date change in 2007

On August 8, 2005, President George W. Bush signed the *Energy Policy Act of 2005*. This Act changed the time change dates for Daylight Saving Time in the U.S.



Beginning in 2007, DST will begin on the second Sunday in March and end the **first Sunday in November (November 4, 2007)**. The Secretary of

Energy will report the impact of this change to Congress. Congress retains the right to resume the 2005 Daylight Saving Time schedule once the Department of Energy study is complete.

Source: <http://webexhibits.org/daylightsaving/b.html>

*Facilities Focus* is a [communication tool](#) for the benefit and enjoyment of all Facilities Management employees.

Your ideas are welcomed and appreciated for future issues.

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Please look online for the newsletter at: <http://fmbld02.uncc.edu/AVC/Newsletter/default.asp?link=Issue22.pdf>