

Facilities Services Weekly

October 21, 2019

ADMINISTRATION • FACILITIES OPERATIONS • ZONE MAINTENANCE • ADMIN. & SUPPORT
COMMUNICATION & INFO SERVICES • UTILITIES • DESIGN • CONSTRUCTION

CONGRATULATIONS TO OUR 2019 Chuck Thompson Outstanding Employees

ARLENE WILLIAMS & WAYNE COWDEN

END DOMESTIC VIOLENCE • OCTOBER 24

Wear purple on Thursday, October 24 for
Domestic Violence Awareness Month.

*Big Orange Friday Guidelines Apply

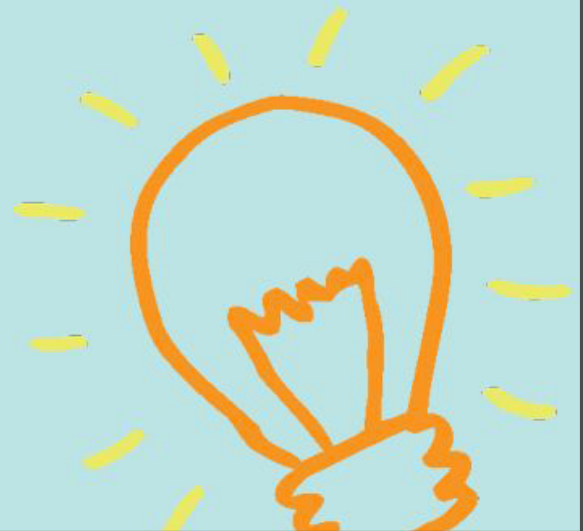
Fall 2019 Facilities Fundamentals:

Light Fixture Fun

Presented by Billy Floyd

Zone Maintenance Building Technician

Hosted by:



ADMINISTRATION

Special Projects:

- "If you don't like something, change it. If you can't change it, change your attitude. Don't complain."
- Maya Angelou
- The Chuck Thompson Outstanding Employee Awards ceremony was held today. Congratulations to our 2019 winners – Arlene Williams from Administrative Services and Wayne Cowden from Electrical Services. Check out the next issue of the Facilitator for more information about Arlene and Wayne along with a full list of all those nominated.
- Thank you to everyone who brought in items to sell at today's bake sale. We would also like to thank everyone who supported the Chuck Thompson Endowment by purchasing one of our baked goods!
- The 2019 Facilities Services Holiday Celebration will be held at the Student Union Ballroom at 12 p.m. Friday,

FS SPECIAL PROJECTS CONTINUED ON PAGE 2

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FS SPECIAL PROJECTS CONTINUED:

December 13. Third shift and Steam Plant party dates will be announced soon.

FACILITIES OPERATIONS

Landscape Services:

- Season flowers beds: Remove summer flowers and plant fall/winter pansies (approx. 10,000).
- Leaf removal has begun on an as needed basis.
- Football: Campus prep and cleanup for the Miss St. and South Carolina games to include setup/removal of roadblock barriers.
- Leukemia Foundation Light The Night: Support needs associated with the event on the Humanities event lawn.
- Kerbela Circus: Support needs associated with event at TBA.
- Alumni Memorial: Assist Plumbing with excavation, setting pipe, and concrete/asphalt for installation of a steam vault pump across Middle Drive.
- SERF: Assist Plumbing with excavation and setting catch basins associated with connecting the fire suppression system drain to the storm drainage on Middle Drive.
- Ayres Hill West Connector: Assist Plumbing with excavation for repair of a leaking water main.
- Pedestrian Crosswalks: Install new safety crosswalk signs on Lake Loudoun Blvd. and P. Fulmer Way.
- West Ped Mall Expansion: Review irrigation plans with Landscape Architect.
- Vet Medicine Expansion: Meet with architect to discuss tree preservation during construction.
- Cumberland Avenue: Meet with the City of Knoxville/contractor to review timeline and tree preservation during project.
- Student Union II: Resolving issues with irrigation system following walk-through with contractor (cont.).
- Participate in FS Leadership Academy.
- Interview candidates for vacant and seasonal positions (on-going).
- Revise/Develop career path for Landscape Services team.

Turf:

- Aerate, overseed and fertilize campus lawns.
- Adjust mowing schedule to accommodate campus

events.

- Isolate and protect irrigation systems throughout campus to accommodate various construction projects (cont.).

Arboriculture:

- Attend Campus Tree Conference hosted by the Georgia Tree Council.
- Removal of dead trees campus wide during fall break week.
- Removal of summer water bags from newer planted trees.
- Develop tree replacement plan for winter planting (cont.).
- SWOT analysis of campus tree inventory (cont.).
- (Campus wide) Update tree inventory data (cont.).

Lock & Key Services:

- Science and Engineering – Repair lock.
- Music – Repair lock.
- Auxiliary Services – Repair lock.
- Nursing – Install new lock.
- Morgan hall – Repair lock.
- Haslam Business – New cubicles installed changed to UT locks and keys.
- Jessie Harris – Install new lock.
- Magnolia Housing – Installing maintenance cores.
- University Housing – Many recores and repairs.

Sanitation Safety:

- Worked on monthly building interior PMs.
- Worked on bi-annual building exterior PMs.
- Completed on-demand Pest Control work requests.

ZONE MAINTENANCE

Zone 1:

- Worked to get caught up on outstanding work orders this week with residents on fall break.
- The dirt separator has been installed at Orange Hall.
- Everyone is still working on OSHA tests to have them completed by the end of the month.

ZONE MAINTENANCE CONTINUED ON PAGE 3

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ZONE MAINTENANCE CONTINUED:

Zone 2:

- Unlocking doors.
- Answering calls.
- Supervisor awareness lecture.
- Serviced exhaust fans for Gym at HPER.
- Working on getting a lift to repair lights at Music.
- OSHA Training.
- FERPA Training.
- Working on lights at McClung Museum.
- Changing units from cool to heat and heat to cool multiple times at Communications and Student Services.
- Repairing floor tile in men's restroom on P1 at Andy Holt Tower.
- Removing chlorine from fountains to be dyed for homecoming.
- Working on exhaust fans for parking garage at Andy Holt Tower.
- Putting in LED lights at A&A.
- Replacing ceiling tile in Telephone Services at Humanities.
- Cleaning ductwork for the rat lab at Jessie Harris.
- Working on outside lights at Jessie Harris.

Zone 4:

- Replacing freezer door in PCB.
- Checking all air handlers preparing to go to heat in all dining halls.
- Repairing mobile equipment for ball games in all dining halls.
- Repairing freezer door in Subway in Student Union Phase I.
- PMs for equipment during fall break in all dining halls.
- Replacing ceiling tile, as needed, in all dining halls.
- Repairing conveyor system in Anderson Training.
- Continuing drain maintenance in all dining halls.
- Cleaning roofs of PCB and UT Culinary.

Zone 6:

- At Regal Soccer Stadium, we checked and made repairs after Georgia.

- At Sherri Parker Stadium, we checked and made repairs ahead of Tennessee Tech.
- At Neyland Stadium, we are continuing to change to LED lighting. We made repairs after Mississippi State.
- At the Football Complex, we checked and adjusted chemicals in pools.
- At Allan Jones, we checked and made adjusted chemicals in pools and prepared for swim meet.
- Throughout the zone, we conducted general building maintenance.

Zone 7:

- Jessie Harris: Conducted mold check, installed keyboard tray, helped electrical shop locate a dead circuit, worked on steam leak, repaired faucet in lab, and checked pumps.
- Senter Hall: Mold check, replaced all belts on greenhouse exhaust fans, checked roof leak.
- Fiber & Composites: Mold check, worked on heat problems, and checked pumps.
- Dougherty: Conducted walkthroughs, gathered information for the equipment list, Pellissippi online training, changed lights, conducted general maintenance, and changed belts.
- SERF: Conducted general maintenance, replaced generator bulbs, greased bearings, worked on inventory list, OSHA training, fixed urinal leak on 3rd floor, and diagnosed condensate pump leaks.
- Min Kao: Worked on liebert problems, worked on air handler louvers, and conducted general maintenance.
- Nuclear Engineering: Cleaned window A/C units, did mold checks, and general maintenance.
- Alumni Memorial: Changed burned bulbs in the cloud, conducted machine inventory, general maintenance, shows, and lighting for shows.

Zone 8:

- Our team will be cleaning guttering and roof tops to keep them clean and free of debris.
- We continue to work on our monthly inspections and making needed repairs.

ZONE MAINTENANCE CONTINUED ON PAGE 4

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ZONE MAINTENANCE CONTINUED:

- Our focus this week will be on exterior lighting. We have some lights to repair and convert to LED.
- Interstate is installing our third cooling tower on Plant Biotech. We will be assisting them when needed.
- One Call will be responding to customers calls and assisting with exterior light repair.

Zone 9:

- At the Lake Avenue and White Avenue Daycares, we will be performing monthly inspections of the emergency lighting and keeping them in compliance.
- We continue to work on LED upgrades at Middlebrook Pike and Fleet Management.
- Our team will be busy making repairs at Fraternities and Sororities. We have a good bit of work to complete.
- We will be completing our monthly inspections of buildings and making needed repairs to equipment.
- Most of our guttering has been cleaned but, the leaves are still falling. We will continue to inspect and remove debris, as needed.

COMMUNICATIONS & INFO SERVICES

Communications & Public Relations:

- The Facilities Fundamentals Workshop will take place on November 7 from 11:30-12:30 at the I-House Great Room. Zone Maintenance Building Technician, Billy Floyd, will be sharing light fixture basics including how to change a ballast. Register at tiny.utk.edu/fsfundamentals.
- October is Domestic Violence Awareness Month, and an average of 20 people experience intimate partner physical violence every minute. This equates to more than 10 million abuse victims annually. Between 21-60% of victims of intimate partner violence lose their jobs due to reasons stemming from the abuse. You can help change the statistics and take a stand against domestic violence. Facilities Services employees are encouraged to **wear purple on Thursday, October 24**, to show your support to end domestic violence. (Big Orange Friday uniform guidelines apply.)
- The Campus Chest campaign is officially underway, and we'd like to encourage you to donate! This effort

focuses attention on the health and social service needs of our region and unites efforts in providing assistance to those less fortunate than ourselves. If you choose to make a pledge, you can choose where your donation goes and how it's paid. Let's show the community what the Volunteer spirit really means. Visit <https://campuschest.utk.edu/> for more information.

- You can find the recent issue of The Facilitator by visiting: <https://fs.utk.edu/facilitator>.
- The electronic employee comment box can be found at tiny.utk.edu/fscommentbox.
- Help us nominate our next Facilities Services Employee of the Month at tiny.utk.edu/fseom.
- Help us to nominate our next Facilities Services Exceptional Team at tiny.utk.edu/exceptional.

Employee Training & Development:

Upcoming Training:

- OSHA training is required for a lot of the work we do here in Facilities Services. Due to changes to our SkillSoft agreement, all applicable employees need to complete their OSHA training prior to **October 31, 2019**.
- Title IX training and IT Security Awareness training are available now in K@TE. Please visit www.fs.utk.edu/training to complete these courses.

Training News:

- The next sessions of FS Leadership Academy will be held on October 30.
- Compiling and sending out semi-weekly OSHA training reports to ensure completion.

IT Support & Maintenance:

- Year End Carryover Research.
- Hard Drive Repair/Cloning.
- Desktop Computer Upgrades.
- Windows 10 Upgrades.
- Windows 7 Upgrades to Windows 10.
- Time Clock Replacements.
- Ad Astra Training.
- Purchasing.
- Printer Maintenance.
- Software Purchases.
- Making requested enhancements to views in Archibus in preparation for the upgrade from version 21.2 to 24.

COMM & INFO CONTINUED ON PAGE 5

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COMM & INFO SERVICES CONTINUED:

- Provided an extraction of equipment data.
- Participated in training to link Revit models to Archibus.
- Monthly IT Projects Meeting.
- Working towards phasing out use of the Legacy CMMS.

UTILITIES SERVICES

Air Conditioning Services:

- Humanities – Rebuild heating water pumps.
- SMC – Repair number 2 chiller.
- Andy Holt – Rebuild number 3 primary chilled water pump.
- Morgan Hall – Replace steam valve supplying steam to the heat converter.
- Orange Hall – Assisted Plumbing Services with installation of Taco dirt separator.
- Mossman – Adjusted setting to optimize chiller operation.
- Strong Hall – Repaired multiple water source heat pumps.
- Andy Holt – Installing new air compressor for control air.
- Orange Hall – WSHP servicing.
- Hesler - Replaced compressor in 140.
- SERF – Replaced water valve in 735.

Security/Fire Alarm:

- Security group changed out card readers a Law Library and Law Clinic.
- Security responded to daily trouble calls.
- Fire Alarm assisted in disconnecting Morrill Hall from generator.
- Fire Alarm assisted with full sprinkler test at Anderson Training and Tickle.
- Fire Alarm disabled a fire alarm at the Vet School for contractors.
- Fire Alarm reset main breaker at gate 21 North Stadium.
- Fire Alarm responded to daily trouble calls.
- Both groups assisted on the Fred Brown scheduled power outage 10-18-19.

High Voltage:

- Turn off Morrill and Pump House for scheduled power outage so electrical contractors could remove wires from

transformer feeding Morrill building.

- Worked with Telephone Services on a project.
- Picked up newly painted Blue Phone and installed it at Humanities Plaza. We took the old one back to their warehouse to be repainted.
- Installed two manhole risers on Pat Summitt to get the lids higher from paving (still working).
- Had scheduled outage on Fred Brown (10-18-19) to replace main breaker that was damaged.
- Night Shift repaired three pole lights on Highland and 16th Street.
- Night Shift repaired light on the side of Walters Life Science.
- Two High Voltage Techs were in ARC Fault class at the complex.
- One High Voltage Tech was in H.V. Training at AVO in Dallas, Texas.
- Repaired wall pack light inside H.V. switch yard of HPER.

Secondary Electrical:

- Thompson-Boling Arena: Troubleshoot exterior lights SE (replace photo-cell).
- Delta Zeta Sorority: 5 stairwell lights are out at the rear entrance.
- Presidential Court: Assist with removing power from door heaters on freezer in bakery area so door can be removed. Reconnect power to new door heaters after installation.
- Art & Architecture: Lights would not turn on in room 433.
- Facilities Services Complex: In room 121, the middle row of lights do not respond.
- Neyland Stadium: Lights out in room 578.
- 1610 University Ave: Need a wire pulled for a unit on the roof of the building to the air handler inside.
- Neyland Stadium: West skyboxes Lutron switch has no power.
- Andy Holt Tower Chiller Building: Install basin heaters.

Plumbing Shop:

- Carrick Hall: Repaired shower arm.
- Clement Hall: Drains stopped up.
- Conference Center: Repaired roof drain in fourth floor.

UTILITIES SERVICES CONTINUED ON PAGE 6

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- Conference Center: Removed two toilets and capped off lines in wall.
- Central Greenhouse: Replaced taco circulating pump.
- Law College: New waterlines for chiller.
- McClung Museum: Installed new sink.
- Carrick Hall: Repaired leak between floors.
- Clement Hall: Leak on shower valve.
- Melrose Hall: New bottlefiller.
- HPER: New bottlefiller.
- Geothermal leak at Sorority Village.
- HPER: Floor drain stopped up.
- Dabney-Buehler: Made needed repairs and replaced three drain stacks.
- Pi Kappa Alpha: Main drain stopped up.
- Andy Holt tower: 7th floor sink drain stopped up
- Burchfiel: Replaced hot water heater.
- Clement Hall: Drain stopped up.
- Delta Tau Delta: New bottlefiller.
- McCord Hall: Capping off water lines and drains.
- Neyland Stadium: Replaced five traps in bathroom
- Greve Hall: Stopped up drains.
- New bottlefiller at Clarence Brown.
- Sigma Nu: Stopped up drains.
- Steam Plant: Scoped drain lines.
- Brenda Lawson: Repaired leaking water lines
- Austin Peay: Paint 307D.
- Bailey Education: Power for monitor; Push button locks for 4 rooms; Tile floor 228; Patch and paint 201 and 240; New blinds 325.
- Biosystems Lab Building: Renovate classrooms 199A and 199B; Power for welder 163.
- Campus: Window replacements Hoskins, Jessie Harris, Ferris, and Perkins; Eyewash replacements in several labs; Security locking for classrooms; Pressure washing; Repair bridge over Second Creek; Install curb ramp on Circle Drive; Install license plate cameras; Repair boat dock from fire.
- Ceramics Annex: Add receptacle outside of restroom.
- Clarence Brown Theatre: Tint windows in ticket area; Replace drinking fountain with drinking fountain with bottle filler; Provide emergency locking for assembly spaces.
- Claxton Education: Push button locks for 4 rooms; Paint 224 and 339.
- Communications: ADA opener on door near Dean's office; Paint carpet, etc., 48, 52A, 52B, 61, 62; Connect old generator to UPS on 1st floor; Water bottle fillers on 1st and 4th floors; Replace dimmer control in studio 46; Paint 107J and 107S; Signage for 91 and 107; Add receptacles to 53.
- Conference Center Building: Paint and carpet in 2nd floor suites 209, 215, 224, 230, 231; Renovation of basement for RMC.
- Dabney Buehler: Repair acid drains.
- Delta Tau Delta: Replace louvers in doors.
- Dougherty Engineering: Paint 210; Plumbing for M016; Carpet 502; New door 418 and 436; Carpet 227, 319, 321 and 322.
- Dunford Hall: Paint 2629; Signage on 1st floor; Divide room 149 into 2 rooms; Renovate 2423; LVT in 2nd floor common spaces; Electric work in 2416, 2417 & 2438; Replace door 2423.
- Early Learning Center: Remove tire mulch from playground (Lake Ave.).
- Fab Lab (Jewel Building): Replace glass store front; Electrical connections for CNC router; Electric connections for jointer; Install fan in studio area.
- Ferris Hall: Renovate 207; Repair door lock 205.
- First Impressions Contest: 10 Projects for contest

Steam Plant:

- Worked on trying to locate leak on floor drains in basement.
- Removed condensate pump to replace with vertical style.
- Blanked boiler safeties #3 boiler to try and find leak.
- Continued to paint high voltage building.
- Replaced timer on #4 boiler.
- Replaced probes on #2 boiler eye-hye.
- Worked on logic for condensate polisher pumps.

CONSTRUCTION SERVICES

- Andy Holt Tower: Replace tile floor in P2 elevator lobby.
- Architecture Research Annex: Clean windows.
- Art & Architecture: Modify office 229.

CONSTRUCTION CONTINUED ON PAGE 6

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CONSTRUCTION SERVICES CONTINUED:

- winners.
- Greve Hall: Paint 240, 241, 242.
- Haslam Business: Make an office in 515; Change door and lock in 436; Divide 329 and 330 into 3 offices; Paint 606, 620, 621 and corridor.
- Hodges Library: Renovate classroom 253; Make private offices G016; All Restrooms-wall protectors at hand dryers, cover towel receptacle; Patch and paint 309; Paint and carpet 517.
- HPER: Divide room 136C; Install kayak hanging system 019; Paint 376.
- Jessie Harris: Extend 209 & 242 into storage rooms; Paint, carpet and lighting in several rooms; Paint and blinds 332.
- JIAM: Hook up gas line 127; Rekey door locks 153.
- Laurel Hall: Paint interior.
- Lindsey Nelson Stadium: Add curbs around bull pen; New staircase on right field line.
- McClung Museum: Remove wall and renovate 64B; Additional cabinets in 64; Replace doors 6, 7, stairwell.
- McClung Tower: Replace blinds 1106 and 1107.
- McCord Hall: Remove casework and utilities in 111, 112A and 113.
- Melrose Hall: Renovations to rooms on 1st floor E and F; Plaster repair and paint G-411.
- Middlebrook Building: paint several areas; First floor-new wall board, paint and carpet.
- Min Kao: Electric work in 339.
- Morgan Hall: Renovations per POCA; Paint and carpet 302I and 314B.
- Mossman Building: Electronic door lock override switches; Replace door to 131A.
- Neyland Stadium: Repair concrete.
- Nielsen Physics: Tuck point parapet wall; Replace spline ceilings on 6th floor; New flooring in 210 and 207.
- Nuclear Engineering: Projector screen and painting.
- Nursing Building: Remove wall 240A; Paint 237 and 329.
- Pratt Pavilion: Convert men's restroom to women's.
- Presidential Court: Repairs on ground floor and dining area.
- Sigma Chi Fraternity: Install sink, toilet and fire alarm device.
- SMC: Removable handrail at loading dock; Carpet and paint 304, 314, 607, 617, 618; Paint and electric 436; Paint 301 and 330.
- SERF: Repair dumpster enclosure.
- Strong Hall: Replace door lock switches.
- Student Aquatic Center: Seal cracks over equipment room.
- Student Health: Renovate space 214.
- Student Union: Signs for various areas; Lights and painting in Vol Shop; Emergency locking; Shelving in 107 K and J.
- Taylor Law: Change copier outlet to standard outlet; Remove built-in shelf on 4th floor.
- Thompson-Boling Arena: Corrections to fire doors; Add receptacles to 108 and 212.
- Tom Black Track: Add water line at main gate; Raise drain to ground level.
- TREC: Renovate studio 8/10; Add door to 204; Replace carpet with artificial turf 222; Refinish wood floors; Replace damaged floor tile in corridors.
- UT Culinary Institute: Concrete pad for weather station; 3 phase electric circuit for steamer .
- UT Drive Building A: Remove temporary walls and add receptacles in old cabinet shop.
- Vol Hall: Replace brick at patio.
- Vol Shop Cumberland: Install door between Vol Shop and Restaurants.
- 1610 University Avenue: Reconfigure cubicles.

THE • COMMENT • BOX

Responses on Page 9

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THE • COMMENT • BOX

The following comments/questions were submitted to the FS comment boxes. Below each comment/question is the response from Associate Vice Chancellor Dave Irvin.

If you have a question about one of Dave's responses, please email him at irvin@utk.edu.

Comment: Suggestion: Have foreman meetings, "All" meetings, later in the day back to 4 p.m. That would be great! Considering half shows up and it doesn't last that long... Thank you!

Response: *We continue to search for ways we can better communicate and coordinate all across our department. I think your idea of varying the times we have key meetings, while we might not move all of them to 4, there is value in changing when they are held. I'll discuss with the Directors.*

Comment: If we are all one and are supposed to give our all for UT, how is it that those who wear polo shirts and have a desk are allowed to eat on the 5th floor at football games? Is it fair to ask someone to come in and work a 10 hour day while only providing a biscuit? While the higher ups, the more elite, stuff their faces? Who is actually in the field doing the work? We are skilled tradesmen not some low class, unseen, lowlife. We are the ones that make your dreams real. We have been to school. We have spent a lifetime honing our skills and perfecting our craft. All the money you give to Design means nothing without people to make it happen. Skilled tradesmen. You treat us like low down slave labor. We

should be grateful for the opportunity to work at UT? The food for football games is one of the many problems that need to be addressed immediately or we will lay down on you during the game and see how much work gets done! It is completely unfair to expect people to work that long without food while you higher ups stuff your face. Test us! We are near a breaking point. You are getting skilled labor for a fraction of the real world. This isn't 2008 anymore. There are jobs that pay much better!

Response: *Your question is based on incorrect information, particularly regarding what all portions of our team are served on Game Day.*

Where Facilities Services individuals are fed on Game Day depends entirely upon where they work - not whether they wear a polo shirt or our grey uniform. Some of our team is fed in the Stadium because they do not have time to leave the Stadium, go somewhere else to eat and then return. We need them to quickly return to their work in the Stadium. Other portions of our team are fed in other locations outside the Stadium based on what is most convenient to their Game Day work assignments.

In every case, however, WHAT every member of our team working football games is fed is identical. There is NO difference between what is served on the 5th floor of the Stadium and to all of our team working in the Stadium vs. what is served to those on our team working outside the Stadium. We provide a meal at 4 hours prior to kickoff and a snack

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for halftime. Those meals include exactly the same food.

Regarding the second portion of your comment, I know I speak for everyone on our team when I disagree with your claim that we do not appreciate all of our team, feel you are "some low class, unseen, lowlife" and "treat you like low down slave labor". Nothing could be more false! We know how hard everyone works not only on Game Day but, every day and how vital you are to our campus and our department.

Comment: There exists a perception within Facilities Services and the university community that some members of the Facilities team are more valued than others, of a higher status, or held to a different standard of rules. This, of course, is absolutely not true. At least that is what anyone whose job depends on social correctness would tell you, and rightly so. Ask a custodian if the admiration they receive for their efforts is equal to that which the leadership department receives and then, observe the position you currently hold. Do you not work hard? Are you not well trained in your task and knowledgeable in your field?

There is a very clear reason why the head of Facilities Services makes over ten times the earnings of a custodian. Because he is worth it.

There is a social structure within our organization that reflects the realities of corporate America. The leadership are paid a higher wage, and thus, they are of a higher class within our organization. The unskilled labor is of a lower class and is thus paid a subsistence wage. Followed by skilled labor and then by those with college degrees.

If you feel disparaged and that your work is unappreciated, don't worry, it is. Outside of your immediate colleagues, no one cares how hard you work or how much you give to this university. Because, at the end of the day, this is just a job and we all have opportunities. There's an incredible amount of honest work that gets done in people in gray shirts. Floors have to be cleaned, pipes have to be fixed, and lightbulbs have to be changed. That's nothing to be ashamed about. There needs to be a top down cultural change to remind people that we are all servants to the students of this campus and we owe each other a modicum of respect. In the interest of cohesion, the leadership claims we are all one team. But, it sure doesn't feel like one team.

Response: *A very long comment, so I am not sure where to begin. I disagree with almost all of what you state. As I said in my answer above, I understand the success of our team depends entirely on the efforts of each member of our team. You may claim it is "Social Correctness" that makes me say so - you are wrong. I completely disagree that "If you feel disparaged and that your work is unappreciated, don't worry, it is. Outside of your immediate colleagues, no one cares how hard you work or how much you give to this university." Again that is not true.*

I do agree, wholeheartedly, with the last portion of your comment - "There's an incredible amount of honest work that gets done by people in grey shirts. Floors have to be cleaned, pipes have to be fixed, and lightbulbs have to be changed. That's nothing to be ashamed about" and we need "to remind people that we are all servants to the students of this campus and we owe

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each other a modicum of respect.” We have tried repeatedly to emphasize all portions of Facilities Services and recognize efforts across the board. Can we do more? Yes of course. We will continue to try to do so.

You note salary differences within our department. As you know, in general, Pay Grades are set by similar positions in the Private Sector. However, obviously wages for many in Facilities Services are significantly under market. We have repeatedly made that case to all who will listen, at every opportunity we can, and there is a growing recognition and understanding of our problem. Unfortunately, there are other departments that are similarly underpaid, making addressing the pay gap difficult. There have been some improvements (raising the minimum wage for instance). More needs to be done- we will keep pressing.

Comment: Due to the ramifications of a write-up, and the seemingly haphazard distribution of write-ups by certain supervisors/superintendents, I think there should be an appeals process for write-ups where a third party hears evidence/testimony from both sides. At the very least, there should be very clear qualifiers for being written up, that all departments should have to follow, because as it stands now, there is no consistency, other than some departments throw around write-ups like there's no tomorrow and fire people on a whim. Small wonder that we have trouble keeping certain positions filled. We also need an audit of disciplinary actions by department. That would make it abundantly clear which supervisors/superintendents are ruthless and on a constant power trip. It should already be obvious who the tyrants are, but just in case it isn't, the above mentioned ideas could help

enlighten the ones who can actually make a difference in this matter.

Response: *I am not in favor of a third party appeal process added to the processes we currently have. As you probably know, there is an appeal process up through the Director in each area to me, through to HR and, ultimately, to VC Cimino. That process does in fact utilize impartial third parties at HR. A number of employees have successfully utilized the process - I have reversed or changed a number of disciplinary actions. I do not think we need to expand that process.*

Having said that, your underlying point has validity. There can be many reasons for different numbers of disciplinary actions or write ups- not just because someone is a “tyrant” or “supervisors/superintendents are ruthless and on a constant power trip”, however. We are looking at the number of disciplinary actions/employee and examining trends in various departments and areas.

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