Message from the AVP

I recently had the opportunity to speak to the FS leadership group at their monthly meeting, and I wanted to share some of my talking points with you. As always, I opened with the Facilities Services vision and mission.

Our Mission: We learn, adapt and innovate to preserve physical assets and deliver best services to enable the University’s pursuit of excellence and discovery.

Our mission statement reads “we learn, adapt, and innovate,” because these principles are part of who we are. As a learning organization that supports a learning and research institution, we want to keep learning, adapting and innovating at the center of everything we do. We are striving to make FS a place where every employee at each level is able to keep learning every day and is participating in generating and implementing ideas to improve our daily work. Not only does this make for better service to our campus customers, “anytime, anywhere,” but it also makes FS a more fulfilling place to work. We still have work to do, but evidence of our progress is all around us in our work areas. Idea boards are appearing throughout FS, in shops, offices, conference rooms and clock-in stations. Groups of coworkers are “huddling” to discuss their goals and their ideas for meeting those goals. All through the FS organization, teams are thinking creatively and implementing their ideas to reduce the frustration and waste of our work processes. That practice is never done, as our goal is continuous improvement, every day, of the way we work, but we have made significant improvements already. I’m looking forward to seeing how we will grow as we continue to learn.

Finally, as you know, the legislative session closed just before the end of June deadline. When I have details on how budget decisions will affect our department, I will update you.

Enjoy a safe and pleasant summer with your friends and family.

Operation Flashpoint

This year’s annual Emergency Operations Center (EOC) training exercise, Operation Flashpoint, took place June 25. Based on a simulated natural gas explosion near the Power Plant, the scenario tested Emergency Management staff and EOC volunteers’ ability to respond to an emergency situation. As with all good exercises, the UWEM staff and the EOC responders learned a lot of lessons about how to better prepare the University for these types of events and how to better cooperate and collaborate ahead of time with our regional partners to ensure an efficient, effective response.

Our Mission: We learn, adapt and innovate to preserve physical assets and deliver best services to enable the University’s pursuit of excellence and discovery.
Yard Waste Composting Facility Breaks Ground

On June 12, 2013, representatives from Facilities Maintenance & Construction, Building Services and the Office of Environmental Stewardship and Sustainability gathered to mark the start of construction on Facilities Services’ new yard waste composting facility. The facility, located in the Corp Yard, is the result of grant funding from the Campus Sustainability Fund and collaboration between students and staff across a number of departments, including Grounds Management, Recycling & Solid Waste, the Office of Environmental Stewardship and Sustainability, the Campus Sustainability Fund, Landscape Architecture, School of Environmental and Forest Sciences, Housing & Food Services, and student groups such as SEED.

The intention of the green waste composting facility is to save money, meet the sustainability objectives of our campus and Salmon Safe, as well as to provide educational opportunities for students. As stated in the grant application, “Maintenance of campus grounds results in the accumulation of large volumes of organic waste . . . The current system for handling these materials is to transport them to Cedar Grove where they are composted; to maintain planting beds and lawns Grounds Management applies compost, which is ironically purchased back from Cedar Grove. Transportation of these materials results in unnecessary carbon emissions, use of fossil fuels, and additional costs.” The project will modify an area of the Corp Yard to accommodate composting and meet regulatory needs, including “grading and paving the site to properly address moisture and runoff concerns, constructing bins to house the composting operation, and installing a fence around the site to maintain a secure and uncontaminated environment.”

In addition to leaves and plant trimmings generated by Grounds Management, the compost process will incorporate coffee grounds from Housing & Food Services to increase the nitrogen content of the finished product.

Although some yard waste and the food waste generated on campus will still need to be transported to Cedar Grove due to volume, the facility is expected to save $37,717 per year in yard waste removal and compost purchasing costs.

The Campus Sustainability Fund focuses on projects that are student-led and that benefit the student experience, as well as the environmental sustainability of campus. The compost facility was designed in collaboration with a Landscape Architecture student. Students will also benefit from educational signage; access to the facility for compost research; and use of the compost on student projects such as the UW Farm and P-Patch gardens. A special thank you also goes to Hillary Burgess, recent graduate in Environmental and Forest Sciences and Grounds Management IPM Coordinator, for her leadership on this project and her instrumental role in securing the grant to make it possible.

What’s Happening at the FS Training Center?

The FS Training Academy staff are hard at work developing course curriculum for the coming year and would love to hear ideas from you. Are there classes you would like to see offered? How can the FS Training Academy help you advance your skillset? What types of classes would you like to take? All ideas are welcome. Please send your suggestions to fstrain@uw.edu.

In July, the academy will be conducting a pilot test of the new certificate course “The Practical FS Leader” currently under development. Organization Resources and Relations staff are also revamping the New Employee Orientation course offered to all new hires in FS.
This spring, Building Services units Recycling & Solid Waste and Custodial Services, in conjunction with UW Libraries staff and student group EcoReps, held a pilot project to divert restroom paper towels from the garbage into the compost stream. The group chose to pilot the project in two high-traffic locations, the Suzzallo-Allen Libraries and the Odegaard Undergraduate Library. “It’s great to target buildings that affect the students daily,” says Emily Newcomer, Recycling & Solid Waste Manager, who wanted to pick locations that were highly-visible to the students.

Paper-towel composting has been on Recycling & Solid Waste’s to-do list for some time, in part due to interest from the University community, and a pilot project provided the perfect way to test out the system before a larger, campus-wide deployment. On April 15, Recycling & Solid Waste worked with Custodial Services to convert all 63 restrooms in the Suzzallo-Allen and Odegaard Libraries. Guided by best practices as identified by UW’s composting vendor, Cedar Grove, the team converted existing large garbage receptacles into paper towel compost containers, with compostable liners instead of plastic ones and new signage. Since only paper hand towels can be composted, one smaller additional container was added to each restroom for garbage. A major component of the conversion was developing and posting adequate signage to educate users about the new protocol.

During a check-in half-way through the three-month pilot, the success of the project was already evident — nearly one ton of paper towels had been diverted from the landfill. Custodial Services reported no increase in unnecessary work and library staff, some of whom were at first reluctant, were positive about the project. In fact, according to this feedback, says Victor Cardona, Custodial Services Manager, “there would be more backlash from library staff and users if the pilot were stopped than there was at the beginning to get it going.”

Students in EcoReps polled library users to find out about public opinion of the new composting program. Of the 43 users surveyed, 98 percent said they would like to see this program available in all UW restrooms and most had positive responses, including specific feedback that users were excited to see the program implemented and wanted to see it spread throughout the campus.

“It’s been successful,” says Emily, “and now it’s really more how we are going to roll it out into other areas. We envision rolling this into MiniMax conversion,” says Emily, of the ever-expanding desk-side recycling program, “and targeting older buildings without hand dryers.”

Denny Hall also received paper towel composting as a part of a separate pilot project, and the Northlake and Bryant Buildings have been converted to date. Next up is the Facilities Services Administration Building. For more information on paper towel composting or other Recycling & Solid Waste Programs, contact 685.2811 or recycle@uw.edu.

Family & Medical Leave Act (FMLA) Changes

Effective July 1 there are important changes to FMLA leave and Intermittent FMLA Leave, specifically the requirement for employees to use their accrued leave before using Leave Without Pay (LWOP).

UW-WFSE Collective Bargaining Agreement (Art 31) states:

An employee on FMLA leave, including intermittent FMLA leave, is required to use their accrued paid leave first in the following order: all accrued sick leave, all accrued compensatory time, and then accrued annual leave, with the exception of choosing to retain up to 80 hours max of accrued annual leave, before using LWOP.

UW-SEIU Collective Bargaining Agreement (Art 12.4(b)) states:

An employee on FMLA leave, including intermittent FMLA leave, is required to use their accrued leave first, with the exception of choosing to retain up to 80 hours max of any accrued leave, before using LWOP.
Employee Profile: Anatoliy Mazhukhin

Anatoliy Mazhukhin, Senior Web Developer in Finance and Business Services, oversees Facilities Services’ web presence. “Basically I’m the go-to guy for all of the web needs,” he says. “I do everything, from idea to concept, all the way to delivery.” Anatoliy is responsible not only for the functionality and technical aspects of all of the FS Web sites, but also the design and working with FS departments to find solutions that meet their needs. After only three months on the job, he already has big plans. “There are a lot of changes coming,” he says. He is looking forward to adding some exciting new features and capabilities. “I just want to make something awesome,” he says, “I always go above and beyond.” Anatoliy wants to revisit some of the web architecture and ensure a unified approach to both what users see and what’s behind the scenes. “My strategy is to unify everything and be more efficient,” he says, explaining how he wants all of the FS websites to be consistent. Before making global changes to the site, however, he is learning, planning and trying to focus on the big picture. “I’m still learning what’s under the hood,” he says, “I don’t want to break anything.”

Needless to say Anatoliy’s typical day is “very busy” with a long list of projects to go through. “I have a vision of what needs to be done, but time gets in the way. . . I feel like I can improve everything,” he says, “I’m excited, but it’s also a challenge.”

Anatoliy describes his background as “heavy on back-end web development,” which he considers his strongest area. Web programming is clearly a passion and not just a career path for Anatoliy, who talks about his work as more of a hobby than a job. “I love programming,” he says, “I can pick up any language.”

Outside of work, besides programming side projects, Anatoliy is a life-long ice hockey fan. He also enjoys making music and has started learning the acoustic guitar, which, he says, is very unlike his results-driven work style and requires a lot of patience.

Anatoliy is a graduate of Seattle Pacific University, where he double-majored in Computer Science and Information Systems, and first began cultivating his interest in programming for the web. His journey has included time at a small IT firm in Bellevue and working in web development for three years at Pacific Lutheran University. Transitioning to the UW and staying in a higher education setting was a natural fit. He was won over in the interview for his position after learning about the projects he could work on here. He also appreciates being part of a large organization, where he can put his talents to use “to help the mission and push the organizational goals. You can’t do that by yourself,” he says.

Stay at Work Incentive Program

The Labor and Industries (L&I) “Stay at Work” incentive program was launched at the University of Washington in February 2012. The “Stay at Work” program comes from a bill passed by the Legislature in June 2011 as a way to reduce L&I’s workers’ compensation costs by keeping injured workers performing their duties during their recovery period. The bill provides wage, training and clothing/tools/equipment as reimbursement incentives for employers. The reimbursement incentives are sent to the participating campus organization and applied to non-gift and non-discretionary budgets.

Here is how Facilities Services is doing since the program began:

<table>
<thead>
<tr>
<th>Department</th>
<th>Reimbursement Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Engineering &amp; Operations</td>
<td>$1,951</td>
</tr>
<tr>
<td>Building Services Department</td>
<td>$1,134</td>
</tr>
<tr>
<td>Facilities Maintenance and Construction</td>
<td>$10,618</td>
</tr>
<tr>
<td>Finance and Business Services</td>
<td>$911</td>
</tr>
<tr>
<td>Organization Resources and Relations</td>
<td>$4,871</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>$19,485</strong></td>
</tr>
</tbody>
</table>

How has FS been so successful with this program? By consistently and quickly finding temporary light duty accommodations for injured workers so that they can stay at work! Using creative thinking about light duty work possibilities has been critical. Research supports that injured workers who return to the workplace quickly have better recoveries, keep their connection to their work, and minimize the impact to employers of lost productivity and insurance costs.

FS on the Web:
www.washington.edu/facilities

Newsletter Editor:
Breona Gutschmidt
Communications & Design Specialist
Organization Resources & Relations
breona@uw.edu